



AUSTRALIAN BUREAU OF STATISTICS

CANBERRA

**AVERAGE EARNINGS
AND HOURS OF
EMPLOYEES
AUSTRALIA**

NOVEMBER 1986

CATALOGUE NO. 6304.0

EMBARGOED UNTIL 11.30 A.M. 1 OCTOBER 1987

**AVERAGE EARNINGS AND HOURS
OF EMPLOYEES
AUSTRALIA
NOVEMBER 1986**

IAN CASTLES
Australian Statistician

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OF EMPLOYEES
AUSTRALIA
NOVEMBER 1986

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CONTENTS

	Page
.. Main Features	1
Diagram	
1. Percentage change in average weekly earnings for full-time private and public sector employees, Australia, November 1984 to 1986	1
2. Percentage change in average weekly earnings for full-time male and female employees, Australia, November 1984 to 1986	2
3. Average hourly earnings for non-managerial employees, Australia, November 1986	2
4. Percentage change in average weekly ordinary time and overtime earnings for full-time adult non-managerial employees, States and Territories, November 1985 to 1986	3
5. Female ordinary time earnings as a percentage of male ordinary time earnings for full-time adult non-managerial employees, industries, Australia, November 1986	3
6. Percentage change in average weekly earnings for all employees, industries, Australia, November 1984 to 1986	4
7. Average weekly earnings for all employees, industries, Australia, November 1986	5
8. Average weekly ordinary time and total hours for full-time adult non-managerial male employees, industries, Australia, November 1986	6
9. Average weekly ordinary time and total hours for full-time adult non-managerial female employees, industries, Australia, November 1986	7
10. Average hourly earnings for full-time adult non-managerial male employees, industries, Australia, November 1986	8
11. Average hourly earnings for full-time adult non-managerial female employees, industries, Australia, November 1986	9
.. Explanatory Notes	10

TABLES OF ALL EMPLOYEES (PRIVATE AND PUBLIC)

Table	
All employees, average weekly earnings—	
1. Industries, Australia, November 1986	13
2. States and Territories, November 1986	13
Full-time adult non-managerial employees—	
3. Average weekly earnings, overtime, hours paid for and hourly earnings, industries, Australia, November 1986	14
4. Average weekly earnings, overtime, hours paid for and hourly earnings, States and Territories, November 1986	15

CONTENTS—continued

Table		Page
	TABLES OF ALL EMPLOYEES (PRIVATE AND PUBLIC)—continued	
	Full-time junior employees—	
5.	Average weekly earnings, hours paid for and hourly earnings, industries, Australia, November 1986	16
6.	Average weekly earnings, hours paid for and hourly earnings, States and Territories, November 1986	16
	Full-time adult managerial employees—	
7.	Average weekly earnings, industries, Australia, November 1986	17
8.	Average weekly earnings, States and Territories, November 1986	17
	Part-time adult employees—	
9.	Average weekly earnings, hours paid for and hourly earnings, States and Territories, November 1986	17
	TABLES OF EMPLOYEES IN THE PRIVATE SECTOR	
	All employees, average weekly earnings—	
10.	Industries, Australia, November 1986	18
11.	States and Territories, November 1986	18
	Full-time adult non-managerial employees—	
12.	Average weekly earnings, overtime, hours paid for and hourly earnings, industries, Australia, November 1986	19
13.	Average weekly earnings, overtime, hours paid for and hourly earnings, States and Territories, November 1986	20
	Full-time junior employees—	
14.	Average weekly earnings, hours paid for and hourly earnings, industries, Australia, November 1986	21
15.	Average weekly earnings, hours paid for and hourly earnings, States and Territories, November 1986	21
	Full-time adult managerial employees—	
16.	Average weekly earnings, industries, Australia, November 1986	22
17.	Average weekly earnings, States and Territories, November 1986	22
	TABLES OF EMPLOYEES IN THE PUBLIC SECTOR	
	All employees, average weekly earnings—	
18.	States and Territories, November 1986	22
	Full-time adult non-managerial employees—	
19.	Average weekly earnings, overtime, hours paid for and hourly earnings, States and Territories, November 1986	23
	Full-time junior employees—	
20.	Average weekly earnings, hours paid for and hourly earnings, States and Territories, November 1986	23
	Full-time adult managerial employees—	
21.	Average weekly earnings, States and Territories, November 1986	23
	APPENDIXES	
A.	Industry Classification	24
B.	Copy of survey questionnaire	25
C.	Technical Note	28

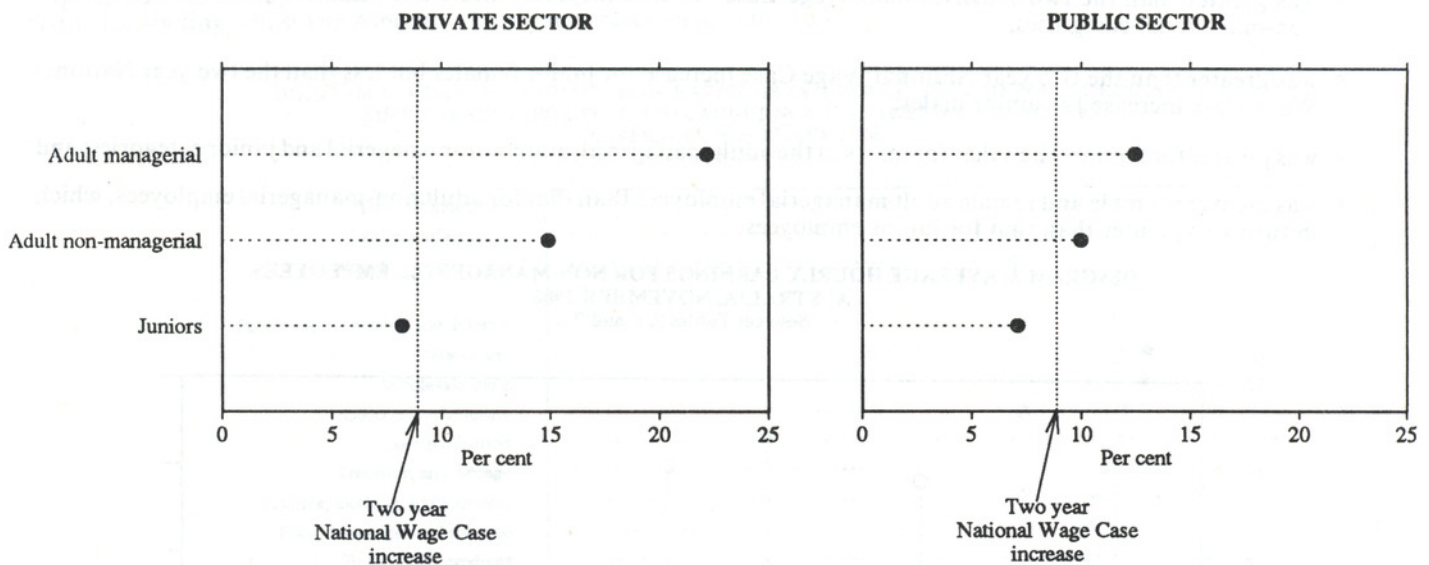
MAIN FEATURES

From November 1984 to November 1986 there have been three National Wage Case increases; 2.6 per cent in April 1985, 3.8 per cent in November 1985 and 2.3 per cent in July 1986. All employees should have received these increases by the time that the November 1986 survey was run.

For the November 1985 reference period, the 3.8 per cent increase granted on 4 November 1985 had not been paid to all employees (particularly public sector employees) by 15 November when the survey was conducted. Therefore it is generally more meaningful to compare percentage increases in earnings over the two year period to November 1986, rather than the annual increase to November 1986.

One feature of the survey results is that for almost all categories of employees, the percentage increase in average weekly earnings for the period November 1984 to November 1986 was considerably more than the total 8.9 per cent National Wage Case increases for the same period. This is shown in many of the following diagrams. A reference line has been included at the 8.9 per cent level to assist in analysis of these diagrams. The full extent of National Wage Case increases is reflected in the Award Rates of Pay Indexes (ARPI) series from the date of their effect. The different coverage, scope, definitions and methodology used in constructing the ARPI and Average Weekly Earnings series are discussed in paragraph 20 of the Explanatory Notes.

**DIAGRAM 1: PERCENTAGE CHANGE IN AVERAGE WEEKLY EARNINGS FOR FULL-TIME
PRIVATE AND PUBLIC SECTOR EMPLOYEES, AUSTRALIA,
NOVEMBER 1984 TO NOVEMBER 1986**
Source: Tables 12, 14, 16, 19, 20 and 21

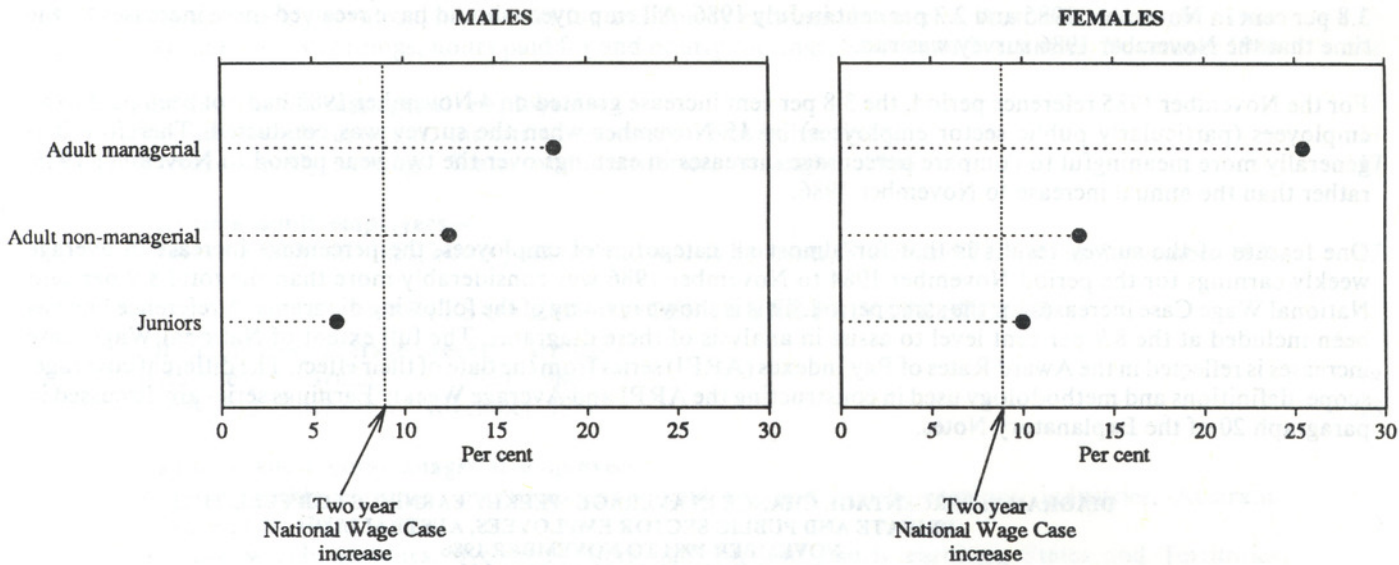


For the two years to November 1986 the percentage increase in average weekly earnings of full-time employees:

- was greater in both the private and public sectors than the two year National Wage Case increase for adult managerial and non-manual employees but less than the two year National Wage Case increase for junior employees;
- was greater in the private sector than in the public sector for adult managerial, adult non-manual and junior employees; and
- was greater in both the private and public sectors for adult managerial employees than that for adult non-manual employees, which in turn was greater than that for junior employees.

DIAGRAM 2: PERCENTAGE CHANGE IN AVERAGE WEEKLY EARNINGS FOR FULL-TIME MALE AND FEMALE EMPLOYEES, AUSTRALIA, NOVEMBER 1984 TO NOVEMBER 1986

Source: Tables 4, 6 and 7

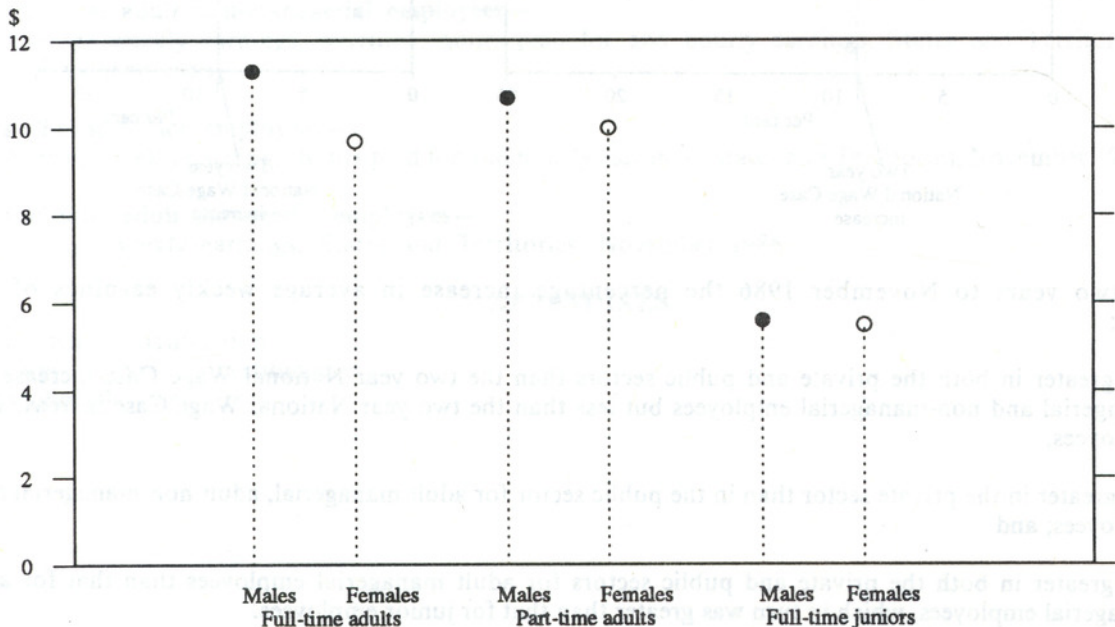


For the two years to November 1986 the percentage increase in average weekly earnings of full-time employees:

- was greater than the two year National Wage Case increase for adult males and females in the managerial and non-manual categories;
- was greater than the two year National Wage Case increase for junior females but less than the two year National Wage Case increase for junior males;
- was greater for females than that for males in the adult managerial, adult non-manual and junior categories; and
- was greater for male and female adult managerial employees than that for adult non-manual employees, which in turn was greater than that for junior employees.

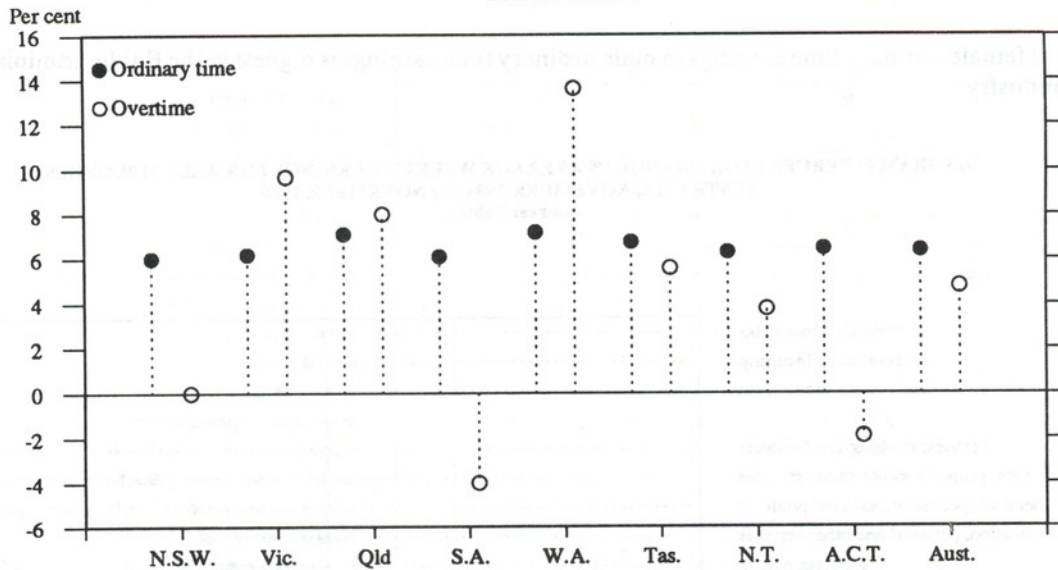
DIAGRAM 3: AVERAGE HOURLY EARNINGS FOR NON-MANAGERIAL EMPLOYEES, AUSTRALIA, NOVEMBER 1986

Source: Tables 3, 5 and 9



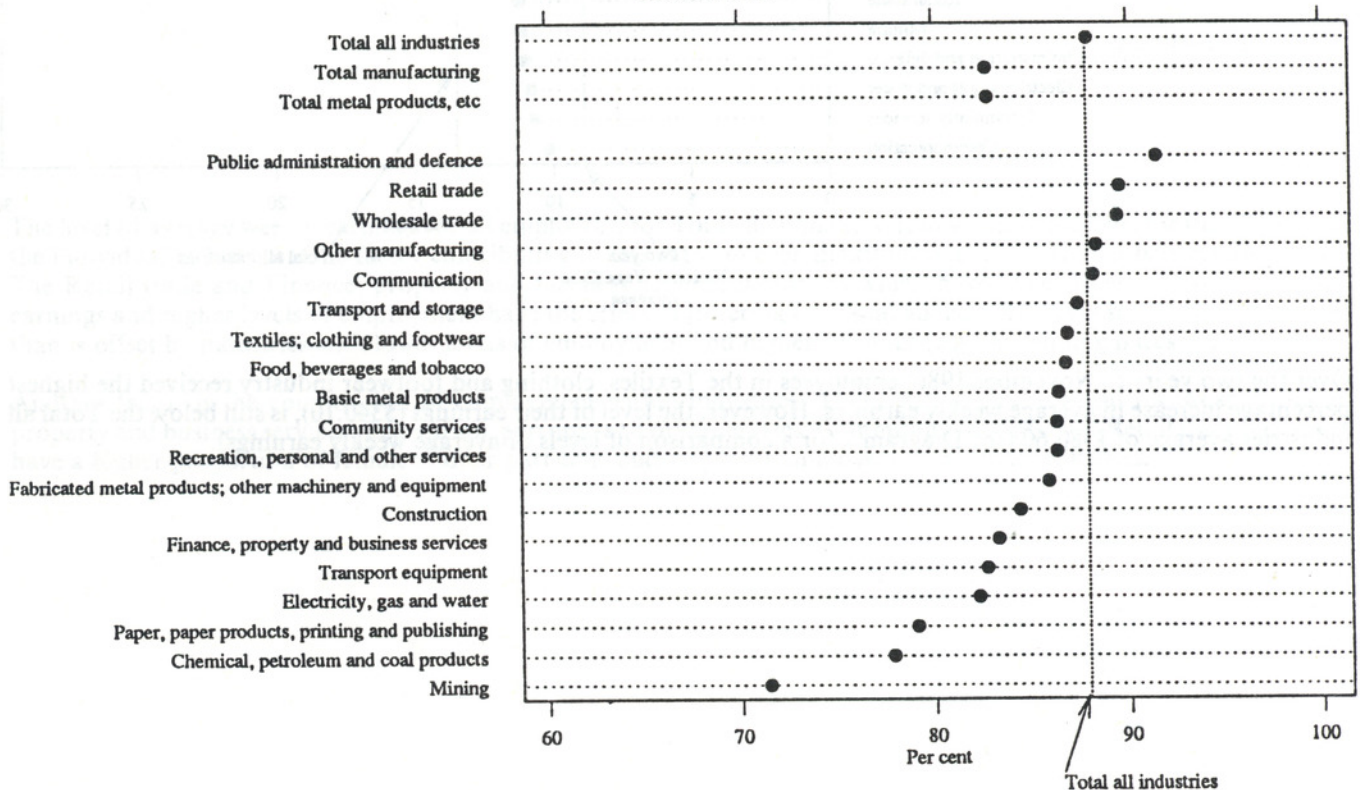
Average hourly earnings for full-time adult male employees are slightly greater than those for part-time adult male employees whilst average hourly earnings for full-time adult female employees are slightly less than those for part-time adult female employees. Casual employees (the majority of whom are part-time) normally receive higher earnings per hour to compensate for benefits not received, such as recreation and sick leave. However this is offset by part-time employees generally being employed in lower paid occupations. Average hourly earnings for full-time and part-time adult employees are greater than those for full-time junior employees.

DIAGRAM 4: PERCENTAGE CHANGE IN AVERAGE WEEKLY ORDINARY TIME AND OVERTIME EARNINGS FOR FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, NOVEMBER 1985 TO NOVEMBER 1986
Source: Table 4



In the year to November 1986, average weekly ordinary time earnings for full-time adult non-managerial employees increased more than average weekly overtime earnings in the majority of States and Territories and for Australia. The large increase in average weekly overtime earnings in Western Australia was due largely to the introduction of temporary Saturday trading whilst the America's Cup yacht races were being run.

DIAGRAM 5: FEMALE ORDINARY TIME EARNINGS AS A PERCENTAGE OF MALE ORDINARY TIME EARNINGS FOR FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, AUSTRALIA, NOVEMBER 1986
Source: Table 3

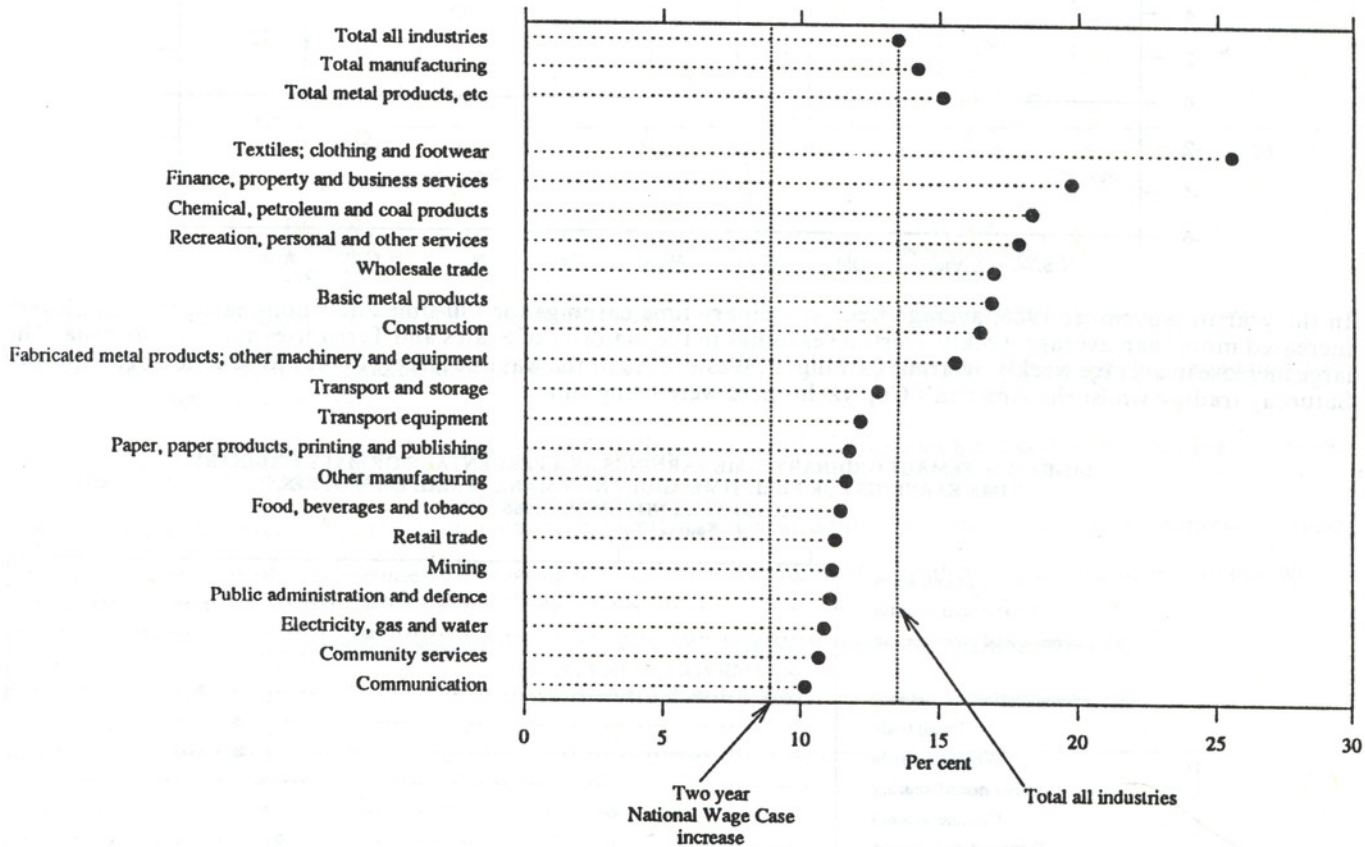


When the levels of full-time adult non-managerial male and female average weekly ordinary time earnings are compared:

- in every industry females receive lower average weekly ordinary time earnings than males;

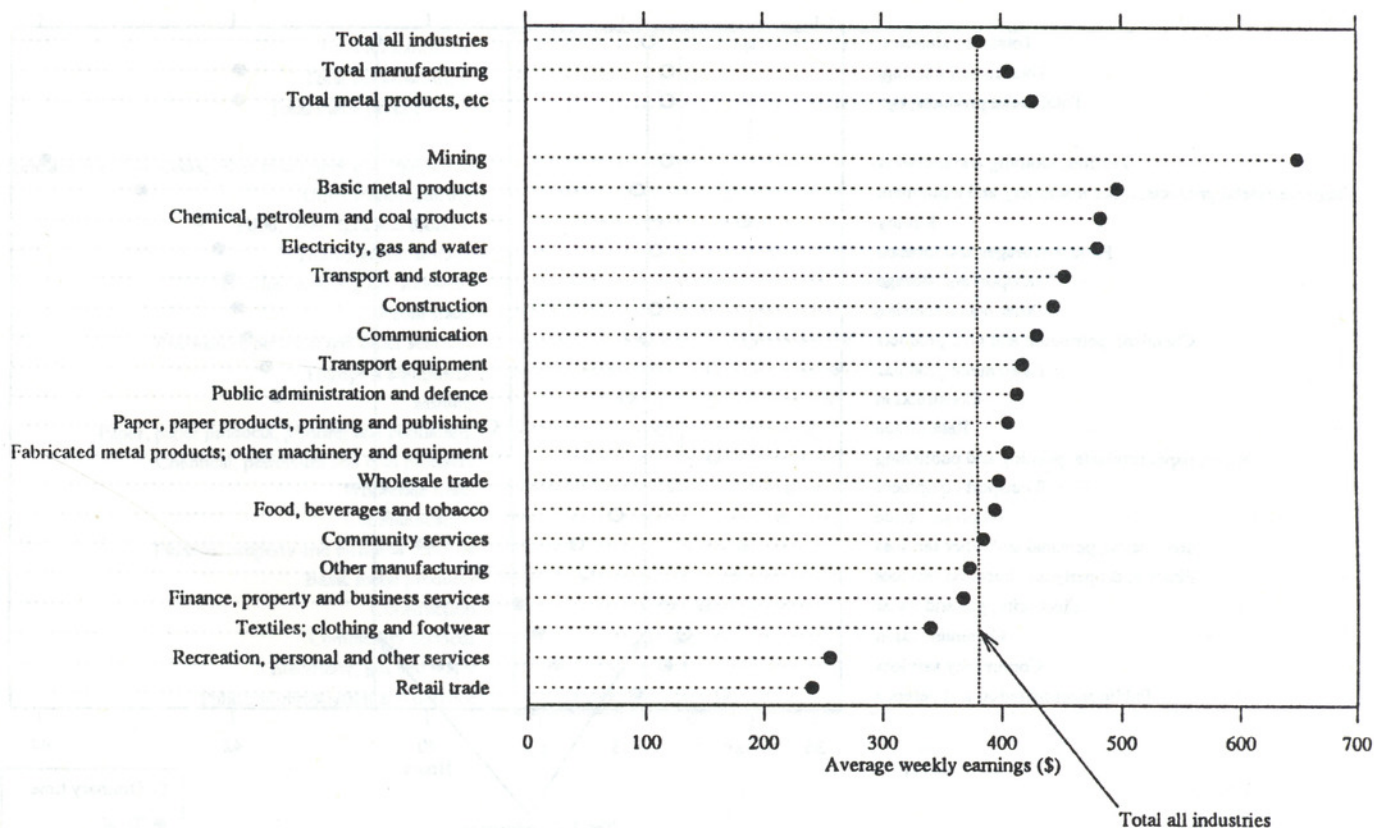
- the ratio of female ordinary time earnings to male ordinary time earnings is lowest in the Mining industry. However, the level of female average weekly ordinary time earnings is highest in the Mining industry (\$407.80, see Table 3); and
- the ratio of female ordinary time earnings to male ordinary time earnings is highest in the Public administration and defence industry.

DIAGRAM 6: PERCENTAGE CHANGE IN AVERAGE WEEKLY EARNINGS FOR ALL EMPLOYEES, AUSTRALIA, NOVEMBER 1984 TO NOVEMBER 1986
Source: Table 1



Over the two years to November 1986, employees in the Textiles, clothing and footwear industry received the highest percentage increase in average weekly earnings. However, the level of their earnings (\$340.10), is still below the Total all industries average of \$380.60 (see Diagram 7 for a comparison of levels of average weekly earnings).

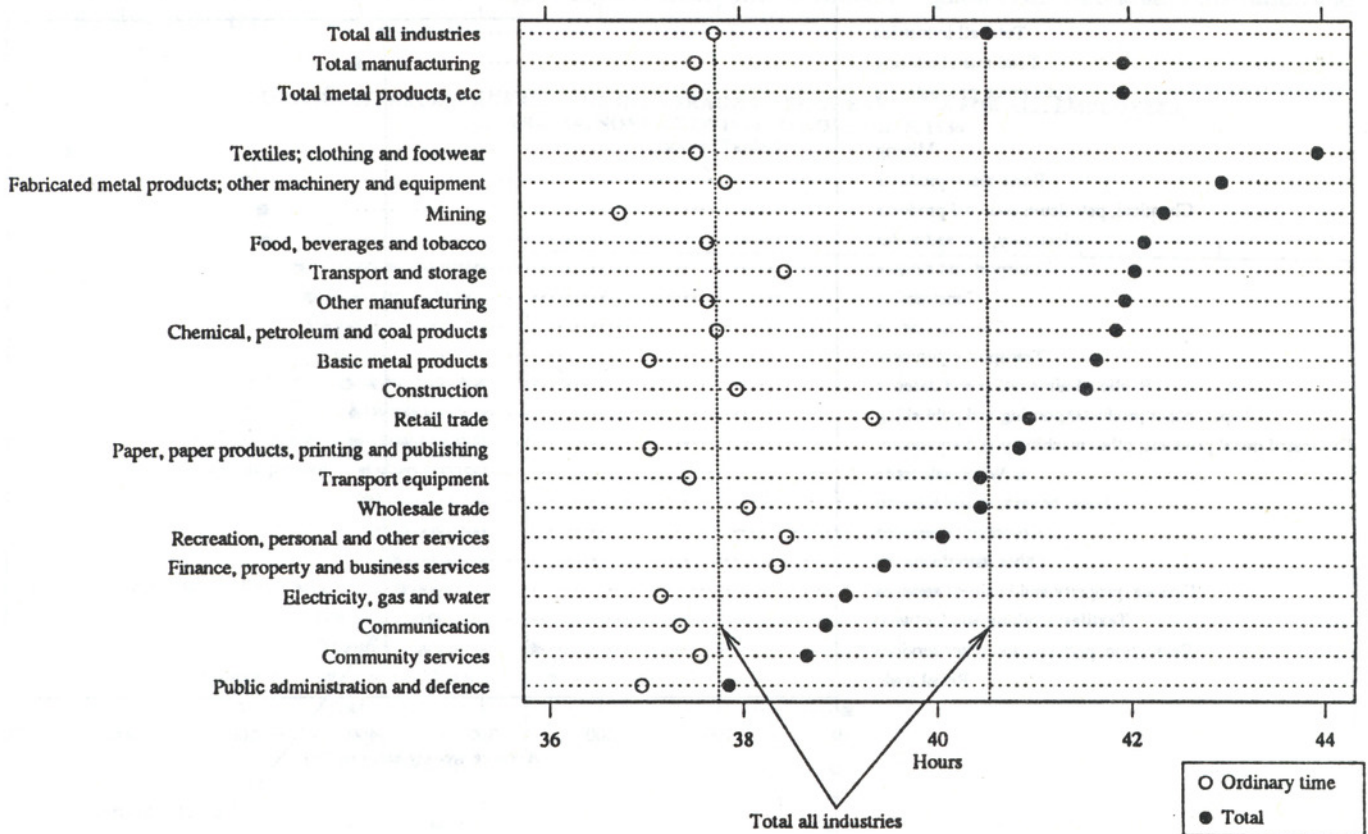
DIAGRAM 7: AVERAGE WEEKLY EARNINGS FOR ALL EMPLOYEES, AUSTRALIA,
NOVEMBER 1986
Source: Table 1



The level of average weekly earnings for all employees, for Total all industries, is lower than the level for the majority of the individual industries. One factor contributing to this is the uneven distribution of employment between industries. The Retail trade and Finance, property and business services industries which have lower levels of average weekly earnings and higher levels of employment have the effect of lowering the Total all industries average to a greater extent than is offset by industries with lower levels of employment and higher earnings (e.g. the Mining industry).

Another factor is the composition of employment within industries. The Textiles, clothing and footwear; Finance, property and business services; Recreation, personal and other services; Community services; and Retail trade industries have a higher proportion of female and/or part-time and/or junior employees than other industries.

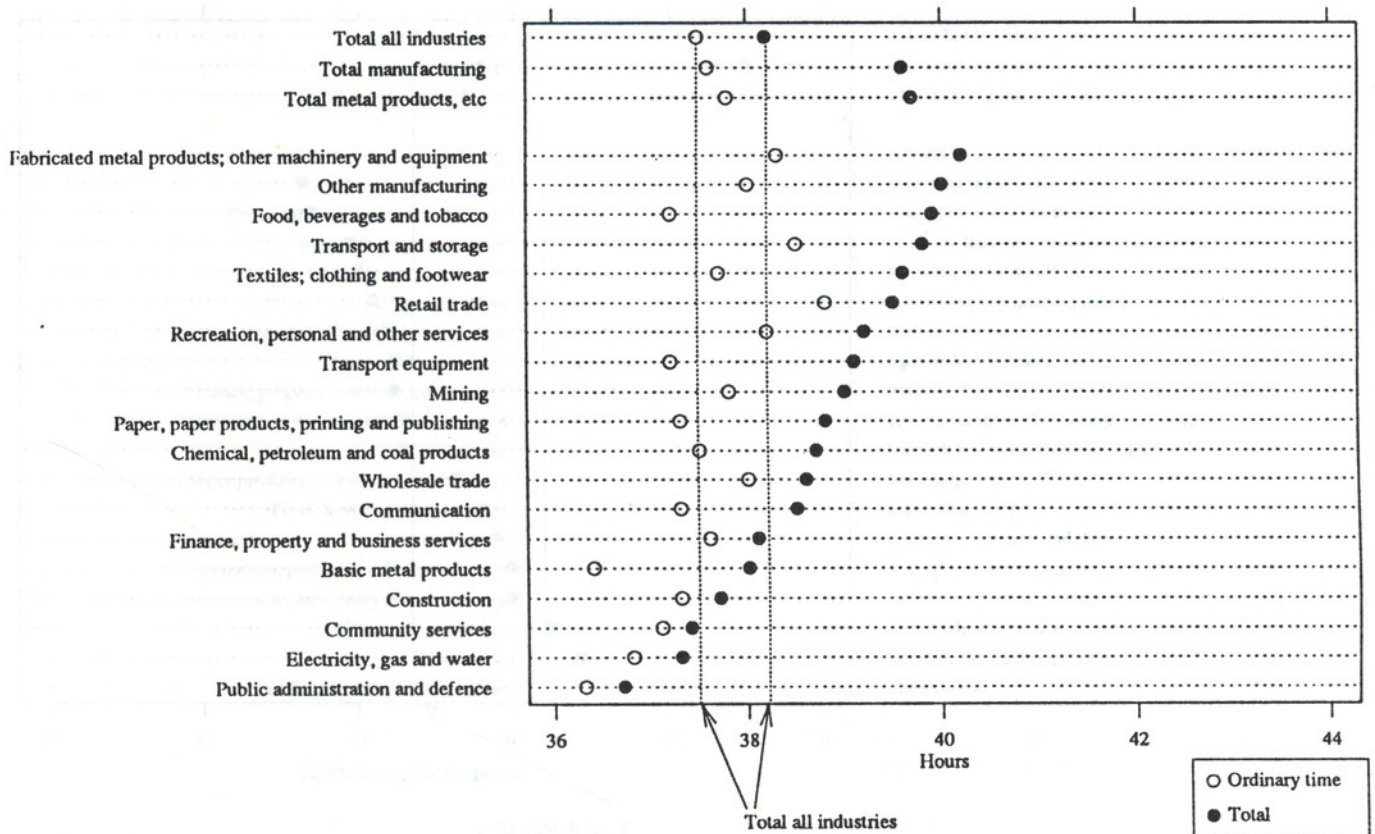
DIAGRAM 8: AVERAGE WEEKLY ORDINARY TIME AND TOTAL HOURS FOR FULL-TIME ADULT NON-MANAGERIAL MALE EMPLOYEES, AUSTRALIA, NOVEMBER 1986
Source: Table 3



For full-time adult non-managerial males:

- average weekly overtime hours paid for, which is the difference between average weekly ordinary time hours and average weekly total hours, are generally much higher in the Manufacturing and Mining industries than those in other industries;
- average weekly ordinary time hours paid for are highest in the Retail trade industry (39.3), and lowest in the Mining industry (36.7); and
- average weekly total hours paid for are highest in the Textiles, clothing and footwear industry (43.9) and lowest in the Public administration and defence industry (37.8).

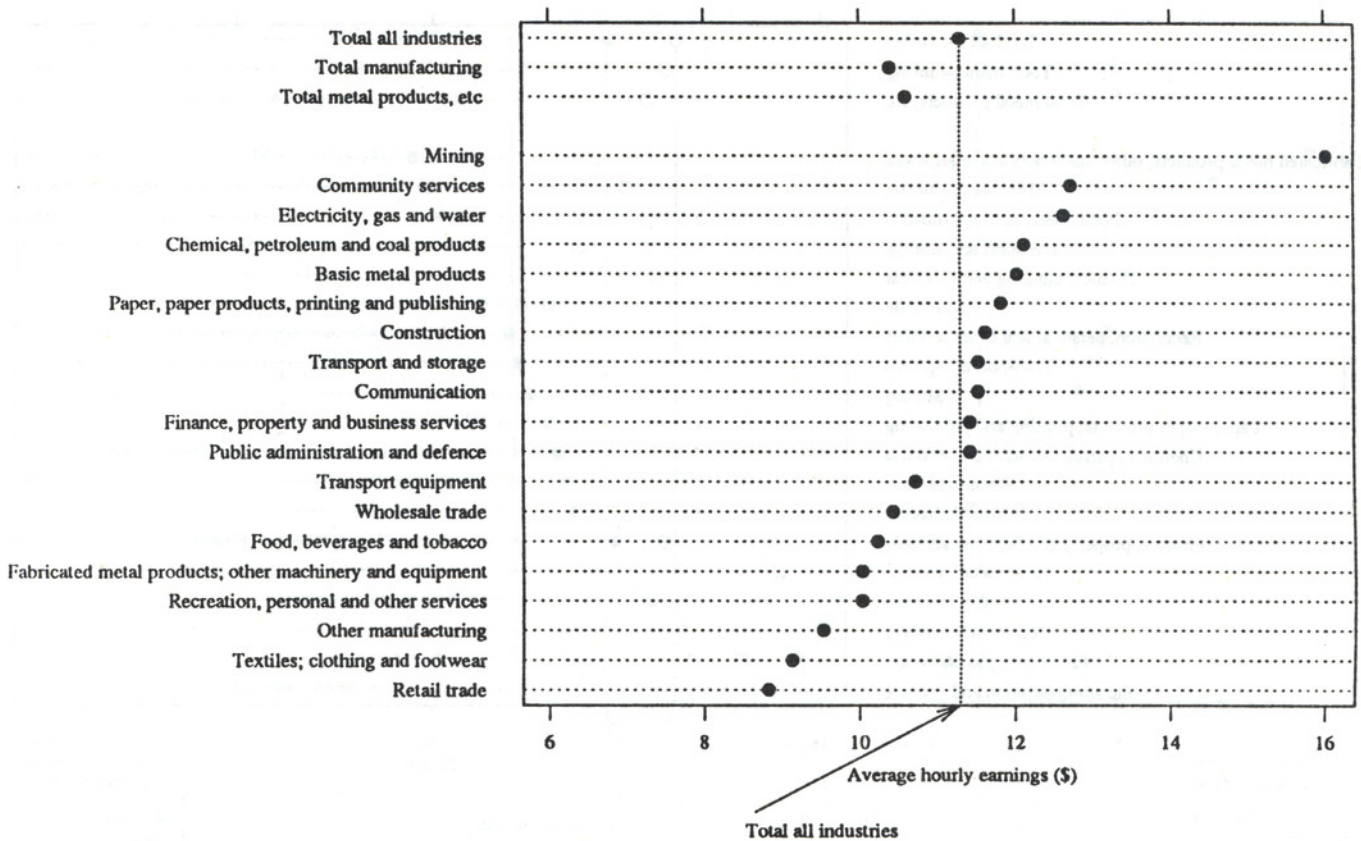
DIAGRAM 9: AVERAGE WEEKLY ORDINARY TIME AND TOTAL HOURS FOR FULL-TIME ADULT NON-MANAGERIAL FEMALE EMPLOYEES, AUSTRALIA, NOVEMBER 1986
Source: Table 3



For full-time adult non-managerial females:

- average weekly overtime hours paid for, which is the difference between average weekly ordinary time hours and average weekly total hours, are lower for females than those for males (see Diagram 8) in all industries;
- average weekly ordinary time hours paid for are highest in the Retail trade industry (38.8), and lowest in the Public administration and defence industry (36.3); and
- average weekly total hours paid for are highest in the Fabricated metal products, other machinery and equipment industry (40.2) and lowest in the Public administration and defence industry (36.7).

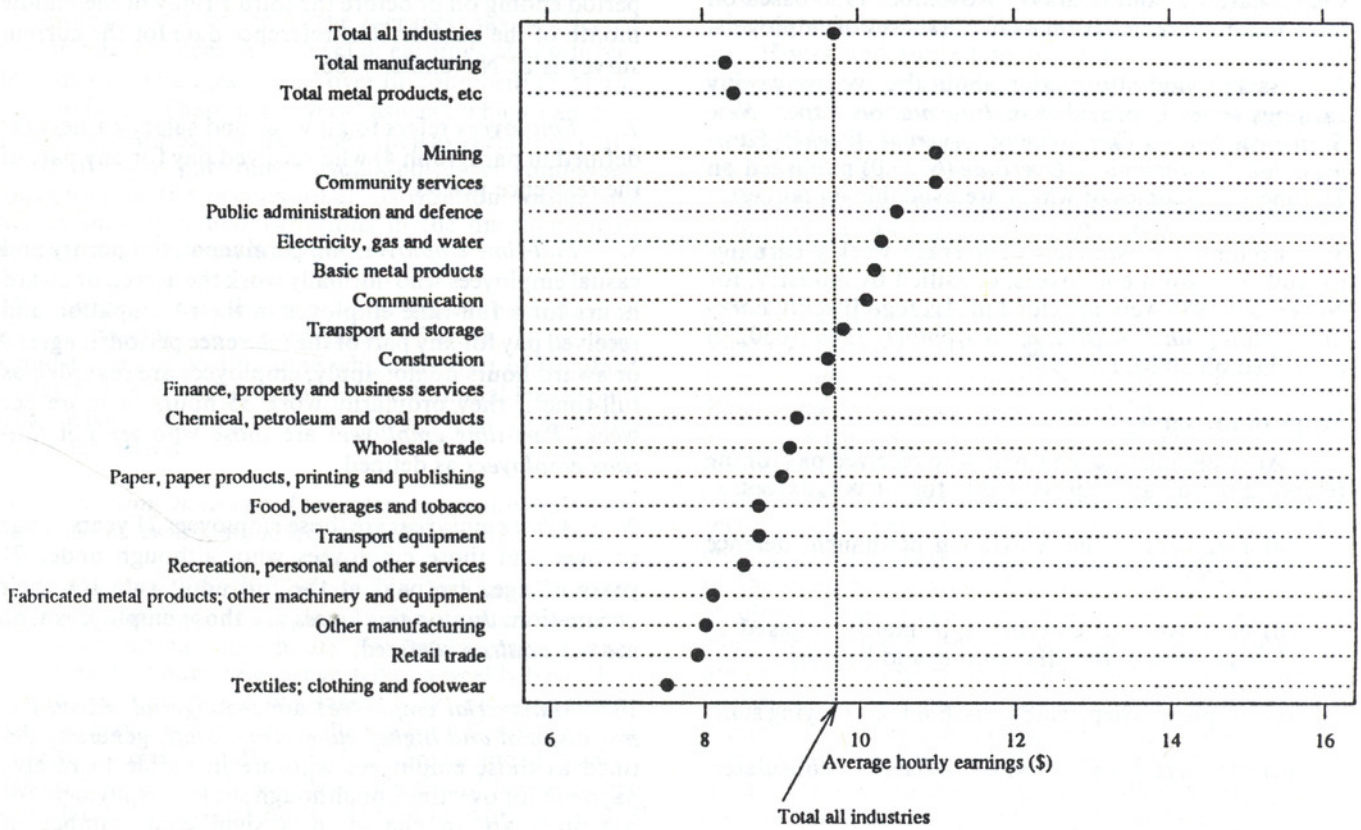
DIAGRAM 10: AVERAGE HOURLY EARNINGS FOR FULL-TIME ADULT NON-MANAGERIAL MALES, AUSTRALIA, NOVEMBER 1986
Source: Table 3



For the November 1986 reference period, average hourly earnings for full-time adult males were greater than those for full-time adult females in all industries (see Diagram 11).

When average hourly earnings are ranked by industry for full-time adult non-managerial male and female employees the greatest difference in ranking for males and females is in Public administration and defence (3rd for females and 11th for males) followed by Chemical, petroleum and coal products (4th for males and 10th for females) and Paper, paper products, printing and publishing (6th for males and 12th for females).

**DIAGRAM 11: AVERAGE HOURLY EARNINGS FOR FULL-TIME ADULT NON-MANAGERIAL FEMALES,
AUSTRALIA, NOVEMBER 1986**
Source: Table 3



EXPLANATORY NOTES

Introduction

This publication contains estimates of average weekly earnings and hours for November 1986 based on information obtained from a sample survey of employers.

2. Background information about the average weekly earnings series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) published on 21 June 1984, copies of which are available on request.

3. Preliminary estimates of average weekly earnings for full-time adult employees, classified by industry, for November 1986 were provided in *Average Weekly Earnings, States and Australia, November 1986* (6302.0) published on 30 March 1987.

Scope of the survey

4. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc.;
- (e) employees based outside Australia;
- (f) employees on workers' compensation who are not paid through the payroll;
- (g) directors who are not paid a salary;
- (h) proprietors/partners of unincorporated businesses; and
- (i) self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

Survey design

5. A sample of approximately 4,000 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to take account of new businesses, those which have ceased operation and structural changes such as takeovers and mergers. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, public/private, industry and size of employment and a simple random sample is selected from each stratum.

Definitions

6. *Reference period* for the survey refers to the last pay period ending on or before the third Friday of the middle month of the quarter. The reference date for the current survey is 21 November 1986.

7. *Employees* refers to all wage and salary earners (as defined in paragraph 4) who received pay for any part of the reference period.

8. *Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week. *Part-time employees* are those who are not *full-time employees* as defined.

9. *Adult employees* are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation. *Junior employees* are those employees who are not *adults* as defined.

10. *Managerial employees* are *managerial, executive, professional and higher supervisory staff*, generally defined as those employees who are ineligible to receive payment for overtime, or although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment. *Non-managerial employees* are those who are not *managerial employees* as defined.

11. *Weekly ordinary time earnings* refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, overaward payments, penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance, termination and redundancy payments and other payments not related to the reference period.

12. *Weekly overtime earnings* refers to that part of employees' *weekly total earnings* for hours paid for in excess of award, standard or agreed hours of work.

13. *Weekly total earnings* of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

14. *Average weekly earnings* statistics represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of employment. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the labour force. There are several aspects which can contribute to compositional changes such as variations in the proportions of part-time, casual and junior employees, variations in the occupational distribution within and across industries and variations in the distribution of employment between industries.

15. *Ordinary time hours paid for* refers to employees' award, standard or agreed hours of work. It includes stand-by and reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long service leave taken during the reference period.

16. *Overtime hours paid for* refers to employees' hours in excess of award, standard or agreed hours of work.

17. *Weekly hours paid for* refers to the hours for which payment was made to employees. It comprises overtime hours and ordinary time hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial employees.

18. *Sector*. Public sector includes local government authorities and all government departments, agencies and authorities created by, or reporting to the Commonwealth and State Parliaments. All remaining employees are classified as private sector.

Industry classification

19. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1—The Classification* (1201.0). The table in Appendix A on page 24 shows the industry classifications used in the survey.

Comparability of results

20. When comparisons are made between period-to-period movements in average weekly ordinary time earnings (AWOTE) for full-time adults and movements in the Award Rates of Pay Indexes (ARPI), it is important to recognise the different coverage, scope, definitions and methodology used in the construction of each series. In particular, the AWOTE series includes a number of payments additional to award rates of pay used in compiling ARPI. Allowances covered under awards which are not industry or occupation-wide in their application such as site, travelling, height and dirt allowances are excluded from ARPI but included in AWOTE. The AWOTE series also includes other payments, such as shift penalty payments and overaward pay.

A significant number of employees are not covered by awards but are included in AWOTE. The AWOTE series is affected by compositional change in the labour force. However, ARPI is not, because it is a fixed-weight index constructed from a representative 'basket' of occupations selected from the May 1976 Survey of Employee Earnings and Hours and subject to reselection and rebasing at infrequent intervals. Other factors affecting comparisons of the two series include seasonal influences on earnings and differences between the two series in the treatment of retrospective pay increases. A detailed description of the methodology, scope and definitions used in ARPI is published in *Award Rates of Pay Indexes, Australia* (6312.0).

21. It is also important to recognise that whilst average employee earnings can be derived from the Survey of Employment and Earnings (SEE) published in *Employed Wage and Salary Earners, Australia* (6248.0), these average earnings will not be comparable with those produced from the Survey of Average Weekly Earnings (AWE). In the AWE survey, information is obtained relating to a specified pay period, the last pay period ending on or before the third Friday of the middle month of the calendar quarter. The SEE collects the sum of employee earnings paid in *all* pay periods ending in a calendar quarter including payments to employees which are excluded from the scope of the AWE survey such as retrospective pay, pay in advance, leave loadings and severance, termination and redundancy payments. Whilst the quarterly earnings produced by the SEE are affected by the varying number of pay periods from quarter to quarter the AWE results are unaffected because of the selection of a specified pay period in the middle of a quarter. The SEE earnings data are also more subject to seasonal variations, particularly in the December and March quarters, due to the incidence of holidays taken in January being paid in advance and the earnings being reported in December quarter figures.

Historical series

22. This series was introduced in August 1981 when it replaced the average weekly earnings series based principally on information from payroll tax returns. In November each year more detailed dissections of earnings and information on hours paid for are collected in the survey. This data is similar to that collected in the Survey of Earnings and Hours introduced in September 1960 and conducted in October each year from 1961 to 1980. However, significant differences, particularly in the coverage of the sample framework exist between the October surveys series and the new average weekly earnings series (see paragraph 2).

23. When comparing the estimates in this publication with those of October 1981 and November 1982 to 1985, it is important to keep in mind the stages of development of the sample survey on which these figures are based (see paragraph 2). In particular, note that estimates produced from the 1983 survey were adjusted before publication to maintain consistency with figures produced from a new sample which represented the final stage of development

of the survey. More details of this adjustment can be found in the Explanatory Notes of *Average Earnings and Hours of Employees, Australia, November 1983* (6304.0) published on 12 October 1984.

Reliability of estimates

24. For information on the reliability of estimates see the Technical Note on page 28.

Related publications

25. Users may also wish to refer to the following publications which are available on request:

Average Weekly Earnings, Australia, Preliminary (6301.0) and the final publication *Average Weekly Earnings, States and Australia* (6302.0)—issued quarterly

Distribution and Composition of Employee Earnings and Hours, Australia, Preliminary (6305.0) and the final publication (6306.0)—issued annually

Weekly Earnings of Employees (Distribution), Australia, (Preliminary) (6309.0) and the final publication (6310.0)—issued annually

Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime (6256.0)

Job Vacancies, Australia (6231.0)—issued quarterly

Overtime, Australia (6330.0)—issued quarterly

Employed Wage and Salary Earners, Australia (6248.0)—issued quarterly

Award Rates of Pay Indexes, Australia (6312.0)—issued monthly

The Labour Force, Australia (6203.0)—issued monthly

Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to Their Concepts, Measurement and Usage.

26. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Unpublished statistics

27. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, computer print-out or clerically-extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries should be made to the officer whose name appears in the *Phone Inquiries* section of the Inquiries box at the front of this publication, or to Information Services in the nearest ABS office.

Symbols and other usages

- * subject to sampling variability too high for most practical uses. See the Technical Note on page 28.
- nil or rounded to zero.

28. The estimates of average weekly earnings are rounded to the nearest 10 cents and estimates of average weekly hours paid for are rounded to the first decimal place.

Electronic services

29. VIATEL. Key *656# for selected current economic, social and demographic statistics.

AUSSTATS. Thousands of up-to-date time series are available on this ABS on-line service through CSIRONET.

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Further information is available on (062) 52 5404.

TABLES OF ALL EMPLOYEES (PRIVATE AND PUBLIC)

TABLE 1. ALL EMPLOYEES : AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1986
(\$)

Industry	Full-time employees						All employees		
	Adults			Juniors					
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	689.30	426.80	669.60	388.60	260.70	351.50	676.70	386.10	650.20
Manufacturing	463.70	337.70	435.30	217.80	202.10	213.30	441.40	299.20	404.30
Food, beverages and tobacco	456.90	353.90	433.90	242.40	210.90	231.40	432.60	295.80	394.80
Textiles; clothing and footwear	438.90	304.50	370.40	238.60	189.70	207.60	418.70	275.50	340.10
Paper, paper products, printing and publishing	502.60	353.60	458.80	220.50	217.40	219.20	464.30	297.30	405.80
Chemical, petroleum and coal products	555.20	379.60	505.60	256.60	*	*	544.50	351.10	484.10
Metal products, machinery and equipment—									
Basic metal products	524.60	394.40	515.20	260.20	244.80	258.50	511.50	355.40	498.20
Fabricated metal products; other machinery and equipment	452.50	332.00	430.50	214.50	197.30	211.40	433.80	299.00	405.10
Transport equipment	446.40	343.30	435.00	231.60	228.40	231.40	431.30	321.70	418.60
Total metal products, etc.	465.30	340.20	447.50	226.90	207.30	224.20	448.40	308.50	425.40
Other manufacturing	421.50	326.90	403.30	185.60	196.20	187.50	394.10	296.10	373.20
Electricity, gas and water	511.00	386.90	500.70	271.10	236.50	262.70	497.10	345.10	481.70
Construction	498.70	343.10	482.50	236.60	203.60	232.70	476.00	271.10	444.30
Wholesale trade	470.20	363.10	442.10	225.80	222.00	224.80	438.50	307.10	398.10
Retail trade	384.20	318.80	361.40	194.20	194.30	194.20	297.90	189.40	240.60
Transport and storage	496.00	394.10	482.40	231.70	220.00	227.60	474.90	344.80	454.10
Communication	457.60	391.70	443.40	308.10	242.20	289.40	451.10	362.60	430.10
Finance, property and business services	517.00	376.10	456.50	229.40	225.40	226.60	458.90	285.20	367.60
Public administration and defence	473.40	396.70	449.40	236.10	230.90	232.90	460.60	334.80	414.10
Community services	544.60	422.20	476.50	244.40	236.90	238.30	491.20	327.00	384.20
Recreation, personal and other services	427.10	346.10	396.00	188.30	199.80	196.20	318.40	208.40	255.70
Total all industries	488.60	382.00	455.20	220.90	214.50	217.90	446.30	287.60	380.60

TABLE 2. ALL EMPLOYEES : AVERAGE WEEKLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1986
(\$)

State or Territory	Full-time employees						All employees		
	Adults			Juniors					
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
New South Wales	499.00	384.20	461.00	223.00	212.60	218.20	454.10	294.10	386.50
Victoria	488.30	388.60	457.10	220.90	220.60	220.80	446.70	301.00	388.50
Queensland	465.40	361.80	434.90	221.30	206.00	213.50	421.50	263.90	357.00
South Australia	456.40	367.80	430.60	209.20	216.90	212.30	415.50	266.60	352.70
Western Australia	499.40	381.20	465.60	222.10	216.20	218.50	468.30	270.30	385.20
Tasmania	472.00	369.10	443.50	225.90	216.20	221.40	435.00	263.90	363.90
Northern Territory	540.80	426.50	501.40	256.70	221.00	240.10	499.60	351.30	440.00
Australian Capital Territory	559.50	415.10	504.80	226.30	220.90	223.20	507.60	337.80	431.90
Australia	488.60	382.00	455.20	220.90	214.50	217.90	446.30	287.60	380.60

TABLE 3. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES: AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1986

Industry	Average weekly ordinary time earnings	Average weekly overtime earnings	Average weekly total earnings	Average weekly ordinary time hours paid for	Average weekly overtime hours paid for	Average weekly total hours paid for	Average hourly earnings
MALES							
	(\$)	(\$)	(\$)				(\$)
Mining	571.90	103.60	675.40	36.7	5.6	42.3	15.98
Manufacturing	370.30	67.10	437.40	37.5	4.4	41.9	10.43
Food, beverages and tobacco	360.10	69.30	429.40	37.6	4.5	42.1	10.20
Textiles; clothing and footwear	320.70	*	400.70	37.5	*	43.9	9.13
Paper, paper products, printing and publishing	416.80	65.70	482.50	37.0	3.8	40.8	11.84
Chemical, petroleum and coal products	434.70	70.20	504.90	37.7	4.1	41.8	12.08
Metal products, machinery and equipment—							
Basic metal products	421.80	77.20	499.00	37.0	4.6	41.6	12.00
Fabricated metal products; other machinery and equipment	353.50	73.80	427.30	37.8	5.1	42.9	9.97
Transport equipment	383.80	47.50	431.30	37.4	3.0	40.4	10.69
Total metal products, etc.	376.60	66.80	443.40	37.5	4.3	41.9	10.59
Other manufacturing	337.50	61.30	398.80	37.6	4.3	41.9	9.51
Electricity, gas and water	458.00	35.90	493.90	37.1	2.0	39.0	12.65
Construction	425.00	57.80	482.90	37.9	3.6	41.5	11.64
Wholesale trade	383.40	*	419.10	38.0	2.3	40.4	10.39
Retail trade	337.40	21.40	358.80	39.3	1.7	40.9	8.77
Transport and storage	427.60	54.50	482.00	38.4	3.6	42.0	11.47
Communication	418.40	26.60	445.00	37.3	1.5	38.8	11.47
Finance, property and business services	431.20	17.50	448.70	38.3	1.1	39.4	11.38
Public administration and defence	414.60	14.40	429.00	36.9	0.9	37.8	11.35
Community services	469.90	21.00	491.00	37.5	1.1	38.6	12.71
Recreation, personal and other services	375.70	24.40	400.20	38.4	1.6	40.0	10.00
Total all industries	412.10	43.90	456.00	37.7	2.8	40.5	11.26
FEMALES							
	(\$)	(\$)	(\$)				(\$)
Mining	407.80	*	427.90	37.8	1.3	39.0	10.96
Manufacturing	306.20	23.60	329.80	37.6	1.9	39.6	8.34
Food, beverages and tobacco	312.00	*	346.40	37.2	2.6	39.9	8.69
Textiles; clothing and footwear	278.00	*	298.60	37.7	1.9	39.6	7.54
Paper, paper products, printing and publishing	328.80	*	349.00	37.3	1.5	38.8	8.99
Chemical, petroleum and coal products	337.60	*	353.80	37.5	*	38.7	9.15
Metal products, machinery and equipment—							
Basic metal products	363.60	23.80	387.40	36.4	1.6	38.0	10.20
Fabricated metal products; other machinery and equipment	302.90	*	326.00	38.3	1.9	40.2	8.12
Transport equipment	316.60	24.30	340.80	37.2	1.9	39.1	8.71
Total metal products, etc.	311.80	23.40	335.20	37.8	1.9	39.7	8.44
Other manufacturing	297.80	*	321.60	38.0	2.0	40.0	8.04
Electricity, gas and water	375.90	7.40	383.20	36.8	0.5	37.3	10.26
Construction	357.70	5.50	363.20	37.3	0.4	37.7	9.64
Wholesale trade	342.20	9.30	351.40	38.0	0.7	38.6	9.09
Retail trade	301.70	8.80	310.50	38.8	0.7	39.5	7.85
Transport and storage	372.90	19.00	391.90	38.5	1.4	39.8	9.84
Communication	368.20	21.10	389.40	37.3	1.3	38.5	10.10
Finance, property and business services	358.20	7.10	365.30	37.6	0.5	38.1	9.60
Public administration and defence	378.60	6.10	384.70	36.3	0.4	36.7	10.48
Community services	404.40	4.90	409.40	37.1	0.3	37.4	10.95
Recreation, personal and other services	323.30	10.80	334.10	38.2	0.9	39.2	8.53
Total all industries	362.20	10.20	372.50	37.5	0.7	38.2	9.75

TABLE 3. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES: AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1986—continued

Industry	Average weekly ordinary time earnings	Average weekly overtime earnings	Average weekly total earnings	Average weekly ordinary time hours paid for	Average weekly overtime hours paid for	Average weekly total hours paid for	Average hourly earnings
PERSONS							
	(\$)	(\$)	(\$)				(\$)
Mining	559.80	97.40	657.30	36.8	5.2	42.0	15.64
Manufacturing	355.10	56.70	411.80	37.5	3.8	41.4	9.95
Food, beverages and tobacco	348.70	61.00	409.70	37.5	4.1	41.6	9.86
Textiles; clothing and footwear	296.80	*	343.70	37.6	*	41.5	8.28
Paper, paper products, printing and publishing	389.00	51.30	440.30	37.1	3.0	40.1	10.97
Chemical, petroleum and coal products	405.30	53.90	459.20	37.7	3.2	40.9	11.24
Metal products, machinery and equipment—							
Basic metal products	417.40	73.20	490.60	36.9	4.4	41.3	11.87
Fabricated metal products; other machinery and equipment	343.70	64.00	407.80	37.9	4.5	42.3	9.63
Transport equipment	376.10	44.80	420.90	37.4	2.8	40.2	10.46
Total metal products, etc.	367.00	60.40	427.30	37.6	4.0	41.5	10.28
Other manufacturing	329.50	53.70	383.20	37.7	3.8	41.5	9.23
Electricity, gas and water	450.90	33.50	484.40	37.1	1.8	38.9	12.45
Construction	419.30	53.40	472.70	37.8	3.3	41.2	11.49
Wholesale trade	371.00	*	398.70	38.0	1.8	39.8	10.01
Retail trade	323.30	16.50	339.80	39.1	1.3	40.4	8.41
Transport and storage	420.40	49.80	470.20	38.4	3.3	41.7	11.26
Communication	407.20	25.30	432.50	37.3	1.4	38.7	11.17
Finance, property and business services	394.10	12.20	406.30	38.0	0.8	38.7	10.49
Public administration and defence	402.70	11.60	414.30	36.7	0.7	37.4	11.07
Community services	431.20	11.50	442.70	37.3	0.6	37.9	11.68
Recreation, personal and other services	353.70	18.70	372.40	38.3	1.3	39.7	9.39
Total all industries	395.30	32.50	427.80	37.6	2.1	39.7	10.77

TABLE 4. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES: AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1986

State or Territory	Average weekly ordinary time earnings	Average weekly overtime earnings	Average weekly total earnings	Average weekly ordinary time hours paid for	Average weekly overtime hours paid for	Average weekly total hours paid for	Average hourly earnings
MALES							
	(\$)	(\$)	(\$)				(\$)
New South Wales	421.30	47.80	469.00	37.4	2.8	40.2	11.66
Victoria	403.80	47.00	450.80	37.9	3.1	41.0	10.99
Queensland	403.30	34.20	437.50	38.0	2.1	40.1	10.91
South Australia	394.50	31.20	425.70	37.8	2.1	39.9	10.67
Western Australia	422.70	49.70	472.40	38.3	3.2	41.6	11.36
Tasmania	404.80	36.80	441.60	37.5	2.3	39.9	11.08
Northern Territory	451.10	59.30	510.40	38.1	3.4	41.5	12.30
Australian Capital Territory	451.10	31.50	482.60	37.3	1.8	39.1	12.34
Australia	412.10	43.90	456.00	37.7	2.8	40.5	11.26
FEMALES							
	(\$)	(\$)	(\$)				(\$)
New South Wales	362.10	11.30	373.40	37.2	0.8	37.9	9.84
Victoria	362.80	11.70	374.50	37.5	0.9	38.4	9.74
Queensland	351.60	8.00	359.60	38.0	0.6	38.6	9.32
South Australia	356.50	7.80	364.30	37.4	0.6	38.1	9.57
Western Australia	367.60	8.40	376.00	38.0	0.6	38.6	9.75
Tasmania	357.70	7.50	365.10	37.3	0.6	37.9	9.63
Northern Territory	411.90	9.30	421.10	37.6	0.7	38.3	11.00
Australian Capital Territory	391.70	7.30	399.00	36.7	0.5	37.1	10.74
Australia	362.20	10.20	372.50	37.5	0.7	38.2	9.75
PERSONS							
	(\$)	(\$)	(\$)				(\$)
New South Wales	400.20	34.80	435.00	37.3	2.1	39.4	11.04
Victoria	389.90	35.00	424.90	37.8	2.4	40.2	10.58
Queensland	386.70	25.80	412.60	38.0	1.6	39.6	10.42
South Australia	382.70	23.90	406.60	37.7	1.7	39.3	10.34
Western Australia	406.40	37.50	443.90	38.2	2.4	40.7	10.91
Tasmania	390.90	28.20	419.10	37.5	1.8	39.3	10.67
Northern Territory	436.90	40.90	477.80	37.9	2.4	40.3	11.85
Australian Capital Territory	425.20	20.90	446.10	37.0	1.2	38.2	11.66
Australia	395.30	32.50	427.80	37.6	2.1	39.7	10.77

**TABLE 5. FULL-TIME JUNIOR EMPLOYEES : AVERAGE WEEKLY EARNINGS,
HOURS PAID FOR AND HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1986**

Industry	Males			Females			Persons		
	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings
	(\$)		(\$)	(\$)		(\$)	(\$)		(\$)
Mining	388.60	40.1	9.70	260.70	37.6	6.93	351.50	39.3	8.93
Manufacturing	217.80	39.2	5.56	202.10	39.0	5.17	213.30	39.1	5.45
Food, beverages and tobacco	242.40	40.7	5.96	210.90	39.9	5.29	231.40	40.4	5.73
Textiles; clothing and footwear	238.60	41.2	5.80	189.70	38.4	4.94	207.60	39.4	5.27
Paper, paper products, printing and publishing	220.50	38.9	5.67	217.40	39.6	5.49	219.20	39.2	5.59
Chemical, petroleum and coal products	256.60	38.8	6.62	*	38.1	*	*	38.5	*
Metal products, machinery and equipment—									
Basic metal products	260.20	38.0	6.85	244.80	37.9	6.46	258.50	38.0	6.81
Fabricated metal products; other machinery and equipment	214.50	38.8	5.53	197.30	38.8	5.09	211.40	38.8	5.45
Transport equipment	231.60	38.9	5.96	228.40	38.5	5.93	231.40	38.9	5.96
<i>Total metal products, etc.</i>	<i>226.90</i>	<i>38.7</i>	<i>5.87</i>	<i>207.30</i>	<i>38.6</i>	<i>5.37</i>	<i>224.20</i>	<i>38.7</i>	<i>5.80</i>
Other manufacturing	185.60	39.0	4.76	196.20	39.6	4.95	187.50	39.1	4.79
Electricity, gas and water	271.10	38.3	7.07	236.50	37.1	6.38	262.70	38.0	6.91
Construction	236.60	39.1	6.05	203.60	38.0	5.36	232.70	38.9	5.97
Wholesale trade	225.80	40.8	5.54	222.00	39.4	5.64	224.80	40.4	5.56
Retail trade	194.20	40.5	4.79	194.30	39.0	4.98	194.20	39.8	4.88
Transport and storage	231.70	39.3	5.90	220.00	38.8	5.66	227.60	39.1	5.82
Communication	308.10	36.8	8.38	242.20	36.8	6.58	289.40	36.8	7.87
Finance, property and business services	229.40	39.1	5.86	225.40	38.5	5.86	226.60	38.7	5.86
Public administration and defence	236.10	37.3	6.34	230.90	36.6	6.32	232.90	36.8	6.32
Community services	244.40	37.1	6.59	236.90	37.8	6.27	238.30	37.6	6.33
Recreation, personal and other services	188.30	40.2	4.68	199.80	40.5	4.94	196.20	40.4	4.86
Total all industries	220.90	39.5	5.59	214.50	38.7	5.55	217.90	39.1	5.57

**TABLE 6. FULL-TIME JUNIOR EMPLOYEES : AVERAGE WEEKLY EARNINGS,
HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1986**

State or Territory	Males			Females			Persons		
	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings
	(\$)		(\$)	(\$)		(\$)	(\$)		(\$)
New South Wales	223.00	39.1	5.71	212.60	38.7	5.50	218.20	38.9	5.61
Victoria	220.90	39.8	5.55	220.60	38.3	5.77	220.80	39.1	5.64
Queensland	221.30	39.3	5.64	206.00	39.2	5.26	213.50	39.2	5.44
South Australia	209.20	39.5	5.30	216.90	38.7	5.61	212.30	39.2	5.42
Western Australia	222.10	40.8	5.44	216.20	38.7	5.59	218.50	39.5	5.53
Tasmania	225.90	40.2	5.62	216.20	38.9	5.56	221.40	39.6	5.59
Northern Territory	256.70	39.5	6.50	221.00	39.2	5.63	240.10	39.4	6.10
Australian Capital Territory	226.30	39.6	5.72	220.90	38.2	5.79	223.20	38.7	5.76
Australia	220.90	39.5	5.59	214.50	38.7	5.55	217.90	39.1	5.57

**TABLE 7. FULL-TIME ADULT MANAGERIAL EMPLOYEES : AVERAGE WEEKLY EARNINGS,
INDUSTRIES, AUSTRALIA, NOVEMBER 1986**
(\$)

<i>Industry</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Mining	826.60	418.10	789.70
Manufacturing	622.50	429.50	595.90
Food, beverages and tobacco	636.30	468.60	616.60
Textiles; clothing and footwear	573.30	409.00	540.50
Paper, paper products, printing and publishing	590.30	396.80	556.50
Chemical, petroleum and coal products	710.20	505.60	666.40
Metal products, machinery and equipment—			
Basic metal products	778.20	529.70	768.20
Fabricated metal products; other machinery and equipment	590.40	387.80	565.70
Transport equipment	648.90	455.50	641.70
<i>Total metal products, etc.</i>	<i>629.40</i>	<i>400.40</i>	<i>607.20</i>
Other manufacturing	583.50	397.00	561.30
Electricity, gas and water	790.60	637.40	787.20
Construction	569.30	304.70	521.80
Wholesale trade	604.10	445.60	582.20
Retail trade	432.40	350.60	412.50
Transport and storage	630.70	411.20	596.70
Communication	654.60	638.30	653.90
Finance, property and business services	656.50	505.30	633.70
Public administration and defence	806.20	724.60	796.40
Community services	776.10	609.40	726.10
Recreation, personal and other services	485.10	392.90	458.60
Total all industries	622.90	464.80	593.00

**TABLE 8. FULL-TIME ADULT MANAGERIAL EMPLOYEES: AVERAGE WEEKLY EARNINGS,
STATES AND TERRITORIES, NOVEMBER 1986**
(\$)

<i>State or Territory</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
New South Wales	636.60	479.10	604.30
Victoria	617.50	488.30	593.50
Queensland	595.60	397.20	564.70
South Australia	591.90	420.90	564.20
Western Australia	613.20	419.20	565.60
Tasmania	638.90	486.60	622.00
Northern Territory	671.00	495.80	635.80
Australian Capital Territory	726.80	590.90	705.40
Australia	622.90	464.80	593.00

**TABLE 9. PART-TIME ADULT EMPLOYEES : AVERAGE WEEKLY EARNINGS,
HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1986**

<i>State or Territory</i>	<i>Average weekly earnings (\$)</i>			<i>Average weekly hours paid for</i>			<i>Average hourly earnings (\$)</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
New South Wales	178.90	174.20	175.30	16.4	16.7	16.6	10.88	10.44	10.55
Victoria	171.90	181.10	178.80	15.1	17.5	16.9	11.37	10.35	10.58
Queensland	169.50	169.50	169.50	17.9	18.5	18.4	9.48	9.17	9.24
South Australia	167.00	177.40	175.60	17.0	18.6	18.3	9.80	9.53	9.57
Western Australia	167.20	153.60	155.50	13.2	16.4	16.0	12.67	9.36	9.74
Tasmania	178.40	167.70	169.40	17.2	17.5	17.5	10.39	9.57	9.69
Northern Territory	211.60	186.80	194.80	22.5	19.4	20.4	9.40	9.64	9.55
Australian Capital Territory	147.00	189.30	177.80	11.7	17.4	15.9	12.54	10.86	11.20
Australia	173.60	173.40	173.40	16.2	17.4	17.1	10.75	9.97	10.14

TABLES OF EMPLOYEES IN THE PRIVATE SECTOR

TABLE 10. ALL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1986
(\$)

Industry	Full-time employees						All employees		
	Adults			Juniors			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons			
Mining	693.40	427.20	672.50	395.10	259.90	353.30	680.80	386.80	652.90
Manufacturing	466.00	337.30	436.30	216.90	201.40	212.30	443.20	298.40	404.40
Food, beverages and tobacco	458.20	353.90	434.50	242.90	210.90	231.40	434.50	295.70	395.60
Textiles; clothing and footwear	439.00	304.50	370.80	238.60	189.70	207.60	418.70	275.20	340.20
Paper, paper products, printing and publishing	503.80	353.30	459.40	219.30	216.40	218.00	464.40	296.00	405.00
Chemical, petroleum and coal products	560.00	381.40	510.20	273.90	*	*	550.00	351.30	488.40
Metal products, machinery and equipment—									
Basic metal products	525.00	394.30	515.50	260.60	244.70	258.80	511.80	355.30	498.50
Fabricated metal products; other machinery and equipment	453.30	331.50	431.00	213.50	196.80	210.40	434.70	298.10	405.30
Transport equipment	456.40	340.30	440.60	230.50	222.40	229.90	439.90	319.10	422.60
Total metal products, etc.	469.90	339.30	450.20	226.00	205.70	223.00	452.60	307.20	427.20
Other manufacturing	422.10	326.90	403.60	185.40	195.90	187.30	394.40	296.10	373.30
Electricity, gas and water	519.90	378.80	500.00	272.80	248.50	265.00	511.10	356.70	486.60
Construction	505.70	334.30	488.10	232.50	186.30	228.60	479.20	257.40	443.30
Wholesale trade	470.00	363.00	442.00	225.90	221.80	224.80	438.10	306.60	397.70
Retail trade	384.30	318.90	361.40	194.20	194.30	194.20	297.90	189.30	240.60
Transport and storage	493.00	378.50	472.80	219.80	215.60	217.90	457.80	322.30	428.70
Communication	380.10	275.30	334.10	175.70	183.00	178.30	311.70	194.40	250.70
Finance, property and business services	523.20	381.50	462.90	231.20	226.30	227.80	459.20	282.60	366.60
Public administration and defence	—	—	—	—	—	—	—	—	—
Community services	546.50	393.40	446.50	201.80	212.00	211.20	487.70	283.00	328.30
Recreation, personal and other services	415.70	339.40	385.70	186.30	198.80	195.00	302.60	203.90	245.40
Total all industries	481.80	356.80	444.50	214.40	207.70	211.30	430.60	257.40	358.50

TABLE 11. ALL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1986
(\$)

State or Territory	Full-time employees						All employees		
	Adults			Juniors			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons			
New South Wales	495.20	367.20	452.70	218.70	208.80	214.20	441.50	268.80	365.10
Victoria	472.50	361.40	439.40	212.00	211.20	211.70	424.70	273.00	366.10
Queensland	460.50	332.30	423.60	214.30	198.40	206.50	405.80	234.10	330.60
South Australia	442.90	334.50	414.60	202.60	211.00	205.70	393.20	233.70	326.80
Western Australia	497.20	357.00	461.30	217.50	209.90	212.80	461.60	239.90	369.30
Tasmania	456.40	327.70	425.20	220.00	204.60	213.30	414.60	229.10	338.80
Northern Territory	508.40	359.50	474.50	256.10	205.70	233.60	451.90	264.70	387.40
Australian Capital Territory	478.00	362.20	443.50	212.40	211.20	211.70	386.60	238.70	321.80
Australia	481.80	356.80	444.50	214.40	207.70	211.30	430.60	257.40	358.50

TABLE 12. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1986

Industry	Average weekly ordinary time earnings	Average weekly overtime earnings	Average weekly total earnings	Average weekly ordinary time hours paid for	Average weekly overtime hours paid for	Average weekly total hours paid for	Average hourly earnings
MALES							
	(\$)	(\$)	(\$)				(\$)
Mining	571.80	107.10	679.00	36.9	5.8	42.6	15.92
Manufacturing	368.90	69.90	438.80	37.5	4.6	42.1	10.42
Food, beverages and tobacco	360.60	69.70	430.30	37.6	4.5	42.1	10.21
Textiles; clothing and footwear	320.40	*	400.70	37.5	*	43.9	9.12
Paper, paper products, printing and publishing	416.90	66.50	483.40	37.0	3.8	40.8	11.86
Chemical, petroleum and coal products	436.00	72.70	508.70	37.7	4.2	41.9	12.15
Metal products, machinery and equipment—							
Basic metal products	421.90	77.40	499.30	37.0	4.6	41.6	12.00
Fabricated metal products; other machinery and equipment	351.80	75.80	427.60	37.8	5.2	43.0	9.94
Transport equipment	380.20	58.80	439.10	37.2	3.7	40.9	10.74
Total metal products, etc.	374.60	72.20	446.80	37.5	4.7	42.2	10.59
Other manufacturing	337.20	62.00	399.20	37.6	4.3	41.9	9.52
Electricity, gas and water	439.20	59.60	498.80	37.7	3.8	41.5	12.03
Construction	424.00	70.10	494.00	38.1	4.3	42.5	11.64
Wholesale trade	383.00	*	418.90	38.0	2.3	40.4	10.38
Retail trade	337.40	21.40	358.80	39.3	1.7	40.9	8.77
Transport and storage	408.50	67.20	475.70	38.8	4.6	43.4	10.96
Communication	355.50	*	366.30	39.0	*	39.8	9.20
Finance, property and business services	433.50	*	450.90	38.2	1.1	39.4	11.46
Public administration and defence	—	—	—	—	—	—	—
Community services	412.00	*	441.10	37.4	*	39.0	11.30
Recreation, personal and other services	361.10	*	385.00	38.5	1.6	40.2	9.59
Total all industries	391.30	55.70	447.10	37.9	3.6	41.5	10.76
FEMALES							
	(\$)	(\$)	(\$)				(\$)
Mining	408.10	*	428.40	37.8	1.3	39.1	10.96
Manufacturing	305.60	23.70	329.30	37.6	1.9	39.6	8.32
Food, beverages and tobacco	312.10	*	346.40	37.2	2.6	39.8	8.69
Textiles; clothing and footwear	277.70	*	298.50	37.7	1.9	39.6	7.54
Paper, paper products, printing and publishing	329.00	*	348.60	37.3	1.4	38.8	8.99
Chemical, petroleum and coal products	338.10	*	353.80	37.5	*	38.6	9.17
Metal products, machinery and equipment—							
Basic metal products	363.70	23.50	387.20	36.3	1.6	38.0	10.20
Fabricated metal products; other machinery and equipment	301.90	*	325.40	38.3	1.9	40.2	8.09
Transport equipment	313.10	24.60	337.70	37.2	2.0	39.2	8.61
Total metal products, etc.	310.40	23.70	334.10	37.9	1.9	39.8	8.40
Other manufacturing	297.70	*	321.60	38.0	2.0	40.0	8.04
Electricity, gas and water	362.90	12.70	375.50	37.6	0.9	38.5	9.74
Construction	355.10	*	361.60	37.8	*	38.3	9.45
Wholesale trade	342.00	9.30	351.20	38.0	0.7	38.7	9.09
Retail trade	301.70	8.90	310.60	38.8	0.7	39.6	7.85
Transport and storage	363.10	14.40	377.50	39.0	1.1	40.1	9.42
Communication	268.30	6.80	275.10	39.9	0.3	40.3	6.83
Finance, property and business services	361.50	7.50	369.00	37.6	0.5	38.1	9.68
Public administration and defence	—	—	—	—	—	—	—
Community services	372.80	*	378.20	37.4	*	37.7	10.02
Recreation, personal and other services	314.80	10.50	325.30	38.5	0.9	39.4	8.25
Total all industries	335.20	12.70	347.90	37.9	1.0	38.9	8.96

TABLE 12. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1986—continued

Industry	Average weekly ordinary time earnings	Average weekly overtime earnings	Average weekly total earnings	Average weekly ordinary time hours paid for	Average weekly overtime hours paid for	Average weekly total hours paid for	Average hourly earnings
PERSONS							
	(\$)	(\$)	(\$)				(\$)
Mining	559.20	100.50	659.70	36.9	5.4	42.4	15.57
Manufacturing	353.40	58.60	412.00	37.5	4.0	41.5	9.93
Food, beverages and tobacco	348.90	61.20	410.00	37.5	4.1	41.6	9.86
Textiles; clothing and footwear	296.70	*	343.90	37.6	*	41.5	8.29
Paper, paper products, printing and publishing	388.90	51.60	440.50	37.1	3.1	40.1	10.98
Chemical, petroleum and coal products	406.80	55.70	462.60	37.6	3.3	40.9	11.31
Metal products, machinery and equipment—							
Basic metal products	417.50	73.30	490.90	36.9	4.4	41.3	11.88
Fabricated metal products; other machinery and equipment	342.10	65.60	407.80	37.9	4.6	42.5	9.60
Transport equipment	370.50	53.90	424.40	37.2	3.5	40.6	10.44
Total metal products, etc.	364.50	64.60	429.00	37.5	4.3	41.8	10.26
Other manufacturing	329.20	54.30	383.40	37.7	3.9	41.5	9.23
Electricity, gas and water	427.80	52.60	480.50	37.7	3.4	41.0	11.71
Construction	418.80	65.30	484.10	38.1	4.0	42.1	11.49
Wholesale trade	370.70	*	398.60	38.0	1.8	39.9	10.00
Retail trade	323.30	16.50	339.80	39.1	1.3	40.4	8.41
Transport and storage	400.60	58.00	458.60	38.8	4.0	42.8	10.71
Communication	310.60	*	319.30	39.5	*	40.1	7.97
Finance, property and business services	396.50	12.30	408.80	37.9	0.8	38.7	10.56
Public administration and defence	—	—	—	—	—	—	—
Community services	383.70	*	395.80	37.4	*	38.1	10.39
Recreation, personal and other services	340.80	18.10	358.90	38.5	1.3	39.8	9.01
Total all industries	373.00	41.70	414.70	37.9	2.8	40.7	10.20

TABLE 13. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1986

State or Territory	Average weekly ordinary time earnings	Average weekly overtime earnings	Average weekly total earnings	Average weekly ordinary time hours paid for	Average weekly overtime hours paid for	Average weekly total hours paid for	Average hourly earnings
MALES							
	(\$)	(\$)	(\$)				(\$)
New South Wales	401.40	59.50	460.90	37.5	3.6	41.1	11.21
Victoria	379.80	57.80	437.60	38.0	3.9	42.0	10.43
Queensland	385.50	45.40	430.80	38.3	2.9	41.1	10.47
South Australia	370.60	40.00	410.70	38.0	2.8	40.9	10.05
Western Australia	415.40	63.30	478.80	38.4	4.2	42.6	11.25
Tasmania	379.90	52.20	432.10	37.9	3.4	41.3	10.46
Northern Territory	401.10	90.20	491.40	38.6	5.4	44.0	11.17
Australian Capital Territory	396.50	*	431.90	38.4	2.0	40.5	10.67
Australia	391.30	55.70	447.10	37.9	3.6	41.5	10.76
FEMALES							
	(\$)	(\$)	(\$)				(\$)
New South Wales	342.00	12.70	354.70	37.6	0.9	38.6	9.19
Victoria	337.10	14.50	351.60	37.7	1.2	38.9	9.04
Queensland	317.90	10.80	328.70	38.9	0.9	39.8	8.27
South Australia	318.40	11.10	329.60	37.6	0.9	38.5	8.56
Western Australia	340.60	11.40	352.00	38.1	0.8	38.9	9.04
Tasmania	314.00	10.30	324.30	37.9	1.0	38.9	8.34
Northern Territory	341.80	*	355.90	38.4	*	39.5	9.01
Australian Capital Territory	352.70	6.30	359.00	37.9	0.5	38.4	9.36
Australia	335.20	12.70	347.90	37.9	1.0	38.9	8.96
PERSONS							
	(\$)	(\$)	(\$)				(\$)
New South Wales	379.90	42.60	422.50	37.5	2.7	40.2	10.51
Victoria	365.80	43.50	409.30	37.9	3.0	40.9	10.00
Queensland	363.90	34.40	398.30	38.5	2.2	40.7	9.79
South Australia	355.70	31.80	387.50	37.9	2.3	40.2	9.64
Western Australia	396.30	50.10	446.40	38.3	3.3	41.6	10.72
Tasmania	362.40	41.00	403.40	37.9	2.7	40.7	9.92
Northern Territory	387.30	72.50	459.80	38.5	4.4	43.0	10.70
Australian Capital Territory	381.20	*	406.40	38.2	1.5	39.7	10.23
Australia	373.00	41.70	414.70	37.9	2.8	40.7	10.20

TABLE 14. FULL-TIME JUNIOR EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY EARNINGS, HOURS PAID FOR AND HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1986

Industry	Males			Females			Persons		
	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings
	(\$)		(\$)	(\$)		(\$)	(\$)		(\$)
Mining	395.10	40.4	9.77	259.90	37.6	6.91	353.30	39.5	8.93
Manufacturing	216.90	39.2	5.53	201.40	39.1	5.16	212.30	39.2	5.42
Food, beverages and tobacco	242.90	40.7	5.97	210.90	39.9	5.29	231.40	40.4	5.73
Textiles; clothing and footwear	238.60	41.2	5.80	189.70	38.4	4.94	207.60	39.4	5.27
Paper, paper products, printing and publishing	219.30	38.9	5.64	216.40	39.6	5.46	218.00	39.2	5.56
Chemical, petroleum and coal products	273.90	38.6	7.09	*	38.2	*	*	38.4	*
Metal products, machinery and equipment—									
Basic metal products	260.60	38.0	6.86	244.70	37.9	6.46	258.80	38.0	6.82
Fabricated metal products; other machinery and equipment	213.50	38.8	5.50	196.80	38.8	5.08	210.40	38.8	5.43
Transport equipment	230.50	39.2	5.88	222.40	38.9	5.72	229.90	39.2	5.87
Total metal products, etc.	226.00	38.7	5.83	205.70	38.7	5.32	223.00	38.7	5.76
Other manufacturing	185.40	39.0	4.76	195.90	39.6	4.95	187.30	39.1	4.79
Electricity, gas and water	272.80	38.2	7.14	248.50	38.9	6.39	265.00	38.4	6.90
Construction	232.50	39.3	5.92	186.30	39.1	4.77	228.60	39.2	5.83
Wholesale trade	225.90	40.8	5.54	221.80	39.4	5.63	224.80	40.4	5.56
Retail trade	194.20	40.5	4.79	194.30	39.0	4.98	194.20	39.8	4.88
Transport and storage	219.80	40.5	5.43	215.60	39.4	5.48	217.90	40.0	5.45
Communication	175.70	39.5	4.44	183.00	39.8	4.59	178.30	39.7	4.50
Finance, property and business services	231.20	39.0	5.93	226.30	38.1	5.94	227.80	38.4	5.94
Public administration and defence	—	—	—	—	—	—	—	—	—
Community services	201.80	34.4	5.86	212.00	38.6	5.48	211.20	38.3	5.51
Recreation, personal and other services	186.30	40.3	4.63	198.80	40.5	4.90	195.00	40.5	4.82
Total all industries	214.40	39.8	5.38	207.70	38.9	5.33	211.30	39.4	5.36

TABLE 15. FULL-TIME JUNIOR EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY EARNINGS, HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1986

State or Territory	Males			Females			Persons		
	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings
	(\$)		(\$)	(\$)		(\$)	(\$)		(\$)
New South Wales	218.70	39.4	5.56	208.80	38.8	5.38	214.20	39.1	5.48
Victoria	212.00	40.1	5.28	211.20	38.6	5.47	211.70	39.5	5.36
Queensland	214.30	39.5	5.43	198.40	39.7	4.99	206.50	39.6	5.21
South Australia	202.60	39.8	5.09	211.00	38.8	5.44	205.70	39.4	5.21
Western Australia	217.50	41.3	5.27	209.90	38.7	5.42	212.80	39.7	5.36
Tasmania	220.00	40.6	5.42	204.60	39.2	5.22	213.30	40.0	5.33
Northern Territory	256.10	40.2	6.37	205.70	39.9	5.16	233.60	40.0	5.83
Australian Capital Territory	212.40	40.4	5.26	211.20	38.6	5.47	211.70	39.3	5.38
Australia	214.40	39.8	5.38	207.70	38.9	5.33	211.30	39.4	5.36

**TABLE 16. FULL-TIME ADULT MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR :
AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1986**
($\$$)

<i>Industry</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Mining	826.90	418.10	789.00
Manufacturing	621.50	429.40	594.70
Food, beverages and tobacco	636.30	469.10	616.60
Textiles; clothing and footwear	572.80	408.80	540.10
Paper, paper products, printing and publishing	589.10	396.60	555.20
Chemical, petroleum and coal products	709.20	505.00	665.10
Metal products, machinery and equipment—			
Basic metal products	778.10	529.70	768.10
Fabricated metal products; other machinery and equipment	589.70	387.70	565.00
Transport equipment	646.00	453.90	638.00
<i>Total metal products, etc.</i>	<i>628.00</i>	<i>400.20</i>	<i>605.50</i>
Other manufacturing	583.40	396.90	561.20
Electricity, gas and water	721.00	469.00	706.40
Construction	548.70	300.30	500.90
Wholesale trade	602.90	444.50	581.00
Retail trade	432.30	350.60	412.40
Transport and storage	585.50	383.30	548.10
Communication	405.20	276.70	377.90
Finance, property and business services	648.50	501.90	625.10
Public administration and defence	—	—	—
Community services	757.50	559.50	693.90
Recreation, personal and other services	472.00	388.30	447.60
Total all industries	585.50	420.90	554.00

**TABLE 17. FULL-TIME ADULT MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR :
AVERAGE WEEKLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1986**
($\$$)

<i>State or Territory</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
New South Wales	608.60	454.80	576.20
Victoria	587.10	438.40	561.80
Queensland	556.30	359.20	523.00
South Australia	551.70	369.20	522.00
Western Australia	574.60	378.20	524.10
Tasmania	575.30	382.80	556.30
Northern Territory	572.30	375.60	531.80
Australian Capital Territory	571.40	379.90	539.70
Australia	585.50	420.90	554.00

TABLES OF EMPLOYEES IN THE PUBLIC SECTOR

**TABLE 18. ALL EMPLOYEES IN THE PUBLIC SECTOR : AVERAGE WEEKLY EARNINGS,
STATES AND TERRITORIES, NOVEMBER 1986**
($\$$)

<i>State or Territory</i>	<i>Full-time employees</i>						<i>All employees</i>		
	<i>Adults</i>			<i>Juniors</i>					
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
New South Wales	503.40	409.90	471.80	242.50	227.90	235.50	447.90	351.60	428.00
Victoria	506.70	426.50	479.00	263.40	250.20	256.40	485.50	348.30	426.10
Queensland	473.50	404.40	452.30	251.40	229.30	238.70	447.40	335.90	407.00
South Australia	477.20	411.50	455.50	244.70	231.80	237.70	456.20	333.50	404.20
Western Australia	492.10	417.50	465.80	240.20	243.90	242.40	466.20	321.70	401.60
Tasmania	490.30	414.70	466.60	253.20	250.40	251.60	464.70	317.10	403.00
Northern Territory	573.10	456.30	521.60	257.90	248.40	253.10	557.40	419.60	493.20
Australian Capital Territory	592.50	433.00	528.10	253.60	241.30	246.50	575.60	398.80	497.80
Australia	500.60	418.80	472.90	250.40	237.40	243.50	477.20	348.50	424.40

TABLE 19. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES IN THE PUBLIC SECTOR: AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1986

<i>State or Territory</i>	<i>Average weekly ordinary time earnings</i>	<i>Average weekly overtime earnings</i>	<i>Average weekly total earnings</i>	<i>Average weekly ordinary time hours paid for</i>	<i>Average weekly overtime hours paid for</i>	<i>Average weekly total hours paid for</i>	<i>Average hourly earnings</i>
MALES							
	(\$)	(\$)	(\$)				(\$)
New South Wales	450.20	30.60	480.90	37.2	1.7	38.9	12.37
Victoria	447.70	27.30	475.00	37.7	1.7	39.3	12.07
Queensland	425.80	20.10	446.00	37.6	1.2	38.8	11.51
South Australia	429.40	18.30	447.80	37.4	1.1	38.5	11.63
Western Australia	437.70	21.70	459.30	38.3	1.3	39.5	11.62
Tasmania	438.20	16.10	454.30	37.0	0.9	37.9	11.99
Northern Territory	502.80	27.30	530.10	37.6	1.3	38.9	13.61
Australian Capital Territory	474.80	29.70	504.50	36.8	1.7	38.5	13.10
Australia	443.80	25.80	469.60	37.5	1.5	39.0	12.06
FEMALES							
	(\$)	(\$)	(\$)				(\$)
New South Wales	393.50	9.00	402.50	36.4	0.5	37.0	10.89
Victoria	404.30	7.10	411.40	37.3	0.5	37.8	10.89
Queensland	393.60	4.60	398.20	36.9	0.3	37.2	10.72
South Australia	398.80	4.10	402.90	37.3	0.3	37.5	10.73
Western Australia	400.80	4.70	405.40	37.8	0.3	38.1	10.64
Tasmania	400.70	4.70	405.40	36.7	0.3	37.0	10.96
Northern Territory	437.30	7.50	444.90	37.3	0.5	37.8	11.76
Australian Capital Territory	401.90	7.60	409.50	36.4	0.4	36.8	11.13
Australia	398.80	6.90	405.80	36.9	0.4	37.3	10.86
PERSONS							
	(\$)	(\$)	(\$)				(\$)
New South Wales	430.50	23.10	453.60	36.9	1.3	38.2	11.87
Victoria	432.20	20.10	452.30	37.5	1.2	38.8	11.66
Queensland	415.50	15.10	430.60	37.4	0.9	38.2	11.26
South Australia	418.90	13.40	432.30	37.4	0.8	38.2	11.32
Western Australia	424.10	15.40	439.60	38.1	0.9	39.0	11.27
Tasmania	425.80	12.40	438.20	36.9	0.7	37.6	11.65
Northern Territory	472.70	18.20	490.90	37.5	0.9	38.4	12.77
Australian Capital Territory	440.70	19.40	460.10	36.6	1.1	37.7	12.20
Australia	427.90	19.10	447.00	37.3	1.1	38.4	11.65

TABLE 20. FULL-TIME JUNIOR EMPLOYEES IN THE PUBLIC SECTOR : AVERAGE WEEKLY EARNINGS, HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1986

<i>State or Territory</i>	<i>Males</i>			<i>Females</i>			<i>Persons</i>		
	<i>Average weekly total earnings</i>	<i>Average weekly total hours paid for</i>	<i>Average hourly earnings</i>	<i>Average weekly total earnings</i>	<i>Average weekly total hours paid for</i>	<i>Average hourly earnings</i>	<i>Average weekly total earnings</i>	<i>Average weekly total hours paid for</i>	<i>Average hourly earnings</i>
	(\$)		(\$)	(\$)		(\$)	(\$)		(\$)
New South Wales	242.50	37.8	6.41	227.90	38.1	5.99	235.50	38.0	6.21
Victoria	263.40	38.3	6.88	250.20	37.1	6.73	256.40	37.7	6.81
Queensland	251.40	38.3	6.57	229.30	37.5	6.11	238.70	37.8	6.31
South Australia	244.70	37.9	6.45	231.80	38.3	6.06	237.70	38.1	6.24
Western Australia	240.20	39.0	6.15	243.90	38.7	6.30	242.40	38.8	6.24
Tasmania	253.20	38.5	6.58	250.40	37.9	6.61	251.60	38.1	6.60
Northern Territory	257.90	37.9	6.81	248.40	38.1	6.52	253.10	38.0	6.66
Australian Capital Territory	253.60	37.9	6.69	241.30	37.3	6.47	246.50	37.6	6.56
Australia	250.40	38.2	6.56	237.40	37.8	6.29	243.50	38.0	6.42

TABLE 21. FULL-TIME ADULT MANAGERIAL EMPLOYEES IN THE PUBLIC SECTOR : AVERAGE WEEKLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1986
(\$)

<i>State or Territory</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
New South Wales	799.50	661.80	775.90
Victoria	744.70	619.90	714.10
Queensland	751.70	673.30	743.90
South Australia	756.60	639.70	738.00
Western Australia	778.60	676.60	759.20
Tasmania	778.00	643.20	759.50
Northern Territory	848.00	764.50	830.10
Australian Capital Territory	808.20	711.30	793.30
Australia	772.70	650.70	750.40

APPENDIX A : INDUSTRY CLASSIFICATION

Australian Standard Industrial Classification (ASIC)

<i>Division</i>	<i>Sub-division</i>	<i>Title</i>
B		Mining
C		Manufacturing—
	21	Food, beverages and tobacco
	23,24	Textiles; clothing and footwear
	26	Paper, paper products, printing and publishing
	27	Chemical, petroleum and coal products
	29	Basic metal products
	31,33	Fabricated metal products; other machinery and equipment
	32	Transport equipment
	25,28,34	Other manufacturing(a)
D		Electricity, gas and water
E		Construction
F	47	Wholesale trade
	48	Retail trade
G		Transport and storage
H		Communication
I		Finance, property and business services
J		Public administration and defence(b)
K		Community services
L		Recreation, personal and other services(c)

(a) Includes wood, wood products and furniture (subdivision 25); glass, clay and other non-metallic mineral products (subdivision 28); leather, rubber and plastic products and manufacturing not elsewhere classified (subdivision 34). (b) Excludes permanent defence forces. (c) Excludes private households employing staff (subdivision 94).

NOTE: Division A (Agriculture, Forestry, Fishing and Hunting) is excluded from the survey.

APPENDIX B : COPY OF SURVEY QUESTIONNAIRE

IN CONFIDENCE



AUSTRALIAN BUREAU OF STATISTICS

Office Use

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LABOUR STATISTICS FORM
AWE9PLEASE INSERT
REFERENCE
NUMBER IN
BOX ON PAGE 4In correspondence please
quote this numberPlease correct
any errors in
the name
and addressAll communications
should be directed
to:The Australian Bureau
of Statistics in your
State or Territory (for
the address and telephone
number see below)SURVEY OF AVERAGE WEEKLY EARNINGS
WEEK ENDING 21 NOVEMBER 1986

The Survey of Average Weekly Earnings is an Australia wide survey covering a sample of approximately 4,000 private and government organisations. The survey collects information which is essential for producing estimates of **average weekly earnings**, a key economic indicator used by a wide range of private and government organisations in monitoring certain aspects of the Australian economy and in formulating economic policy.

- **COLLECTION AUTHORITY** — This form is collected under the authority of the *Census and Statistics Act 1905* which provides for the compulsory furnishing of a completed form.
- **CONFIDENTIALITY** — Individual forms remain confidential to the ABS and statistics are only released in the form of aggregated data.
- **DUE DATE** — Please complete the questions on page 2 and return this form in the reply paid envelope to reach the ABS **NOT LATER THAN 5 DECEMBER 1986**.
- **ESTIMATES** — Where actual figures are not available, please supply careful estimates.
- **INSTRUCTIONS** — Information to be furnished in the return relates to all employees of the enterprise named above, including those employees paid from overseas.
The duplicate copy on page 4 should be completed and retained for your own records and to assist in the resolution of any queries raised by this Office.
- **ASSISTANCE** — If you require further information or are experiencing particular difficulties in completing any part of the form, please contact the ABS on one of the telephone numbers below. Reverse charge calls will be accepted.

IAN CASTLES
Australian Statistician

STATE	POSTAL ADDRESS		
NSW	Box 796, GPO Sydney 2001	Labour Section	02/2684370
VIC	Box 2796Y, GPO Melbourne 3001	Labour Section	03/6145748
QLD	Box 1160, GPO Brisbane 4001	Labour Section	07/2226273
WA	Box K881, GPO Perth 6001	Labour Section	09/3235336
SA	Box 2272, GPO Adelaide 5001	Labour Section	08/2289324
TAS	Box 66A, GPO Hobart 7001	Labour Section	002/209452
NT	Box 3796, GPO Darwin 5794	Labour Section	089/815222
ACT	Box 10, PO Belconnen 2616	Labour Income Subsection	062/526573

SURVEY OF AVERAGE WEEKLY EARNINGS WEEK ENDING 21 NOVEMBER 1986

Questions on this page relate to employees of the enterprise named on page 1 who received pay for the last pay-period ending on or before 21 November 1986, including those paid from overseas. EXCLUDE all employees who did not receive any pay for this pay-period.

If the normal pay-period is not a week, include only one week's proportion.

Please read carefully the instructions and definitions on pages 1 and 3 before completing this page and returning it in the post-free envelope by 5 December, 1986.

Please complete all items and indicate NIL if applicable.

NUMBER OF EMPLOYEES (See definition 2)		FEMALES	
MALES			
FULL-TIME ADULTS—MANAGERIAL	MA <input style="width: 100px;" type="text"/>	FA <input style="width: 100px;" type="text"/>	
FULL-TIME ADULTS—NON-MANAGERIAL	MB <input style="width: 100px;" type="text"/>	FB <input style="width: 100px;" type="text"/>	
FULL-TIME JUNIORS	MC <input style="width: 100px;" type="text"/>	FC <input style="width: 100px;" type="text"/>	
PART-TIME ADULTS	MD <input style="width: 100px;" type="text"/>	FD <input style="width: 100px;" type="text"/>	
PART-TIME JUNIORS	ME <input style="width: 100px;" type="text"/>	FE <input style="width: 100px;" type="text"/>	
TOTAL EMPLOYEES	MF <input style="width: 100px;" type="text"/>	FF <input style="width: 100px;" type="text"/>	

WEEKLY OVERTIME EARNINGS to nearest dollar (See definition 9)	
FULL-TIME ADULTS—NON-MANAGERIAL	MG \$ <input style="width: 100px;" type="text"/>
	FG \$ <input style="width: 100px;" type="text"/>

TOTAL GROSS WEEKLY EARNINGS to nearest dollar (Including Weekly Overtime Earnings) (IMPORTANT: See definition 10)			
FULL-TIME ADULTS—MANAGERIAL (ensure that any overtime earnings of managerial staff are included)	MH \$ <input style="width: 100px;" type="text"/>	FH \$ <input style="width: 100px;" type="text"/>	
FULL-TIME ADULTS—NON-MANAGERIAL	MJ \$ <input style="width: 100px;" type="text"/>	FJ \$ <input style="width: 100px;" type="text"/>	
FULL-TIME JUNIORS	MK \$ <input style="width: 100px;" type="text"/>	FK \$ <input style="width: 100px;" type="text"/>	
PART-TIME ADULTS	ML \$ <input style="width: 100px;" type="text"/>	FL \$ <input style="width: 100px;" type="text"/>	
PART-TIME JUNIORS	MM \$ <input style="width: 100px;" type="text"/>	FM \$ <input style="width: 100px;" type="text"/>	
TOTAL EMPLOYEES	MN \$ <input style="width: 100px;" type="text"/>	FN \$ <input style="width: 100px;" type="text"/>	

WEEKLY OVERTIME HOURS PAID FOR to nearest hour (See definition 11)	
FULL-TIME ADULTS—NON-MANAGERIAL	MP <input style="width: 100px;" type="text"/>
	FP <input style="width: 100px;" type="text"/>

TOTAL WEEKLY HOURS PAID FOR to nearest hour (Including Weekly Overtime Hours) (See definition 12)			
FULL-TIME ADULTS—NON-MANAGERIAL	MR <input style="width: 100px;" type="text"/>	FR <input style="width: 100px;" type="text"/>	
FULL-TIME JUNIORS	MT <input style="width: 100px;" type="text"/>	FT <input style="width: 100px;" type="text"/>	
PART-TIME ADULTS	MU <input style="width: 100px;" type="text"/>	FU <input style="width: 100px;" type="text"/>	
PART-TIME JUNIORS	MV <input style="width: 100px;" type="text"/>	FV <input style="width: 100px;" type="text"/>	

COMMENTS

Please comment on any unusual features affecting this return (e.g. unusually high or low earnings or employment).

Name of person to be contacted if any queries arise regarding the return:

Mr

Mrs

Miss

Ms

BLOCK LETTERS

Phone number...../.....

STD Code

Number

Date

Signature

PLEASE NOTE: The reference period for the next survey will be the LAST PAY-PERIOD ENDING ON OR BEFORE 20 FEBRUARY 1987.

SURVEY OF AVERAGE WEEKLY EARNINGS WEEK ENDING 21 NOVEMBER 1986

DEFINITIONS

1. The **REFERENCE PERIOD** for this return is the last pay-period ending on or before **21 November 1986**. If the operations of the establishment(s) covered by this return were seriously curtailed by an industrial dispute, fire, etc. during the reference period (e.g. complete or partial shut down of all or most activities for a portion of the reference period), **please supply particulars for the previous normal pay-period for those affected** (and describe the action taken in the space provided for comments at the bottom of page 2). If your organisation is working reduced hours and this arrangement is expected to continue for some time, information should be provided on this basis.
2. **NUMBER OF EMPLOYEES** refers to all employees including those paid from overseas, who received pay for any part of the reference period.
 Include the following categories of employees only if they received pay for any part of the reference period.
 - full-time and part-time employees
 - permanent, temporary and casual employees
 - managerial and executive employees
 - employees who commenced work during the reference period
 - employees who finished work during the reference period
 - employees absent on paid or pre-paid leave (e.g. annual leave, sick leave, long service leave)
 - employees on workers' compensation who continue to be paid through the payroll.
 Exclude **ALL** employees who did not receive any pay for the reference period, e.g.
 - irregular casual employees who did not work during the reference period
 - employees on leave without pay
 - employees on strike or stood down without pay
 Exclude also the following persons who for the purpose of this statistical return are not regarded as employees.
 - directors who are not paid a salary
 - proprietors/partners of unincorporated businesses
 - self employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.
3. **FULL-TIME** employees are those (permanent, temporary and casual) who normally work the agreed or award hours for a full-time employee in their occupation; if agreed or award hours do not apply, employees should be regarded as full-time if they ordinarily work 35 hours or more a week.
4. **PART-TIME** employees are those who are not **FULL-TIME** employees as defined.
5. **ADULTS** should include all employees 21 years of age and over and those employees who, although under 21 years of age, are paid at the adult rate for their occupation.
6. **JUNIORS** are those employees who are not **ADULTS** as defined.
7. **MANAGERIAL** employees are managerial, executive, professional and higher supervisory staff, i.e. those employees who **do not** receive payment for overtime or who are in charge of a significant number of employees in a separate establishment(s).
8. **NON-MANAGERIAL** employees are those who are not **MANAGERIAL** employees as defined.
9. **WEEKLY OVERTIME EARNINGS** refers to that part of **TOTAL GROSS WEEKLY EARNINGS** (as defined below) for hours paid for in excess of award, standard or agreed hours of work. If the normal pay-period is not a week, **include only one week's proportion**. This item is required only for the category **FULL-TIME ADULTS—NON-MANAGERIAL**.
10. **TOTAL GROSS WEEKLY EARNINGS** refers to **one week's** earnings of all permanent, temporary, casual, managerial and executive employees in the reference period (including amounts paid from overseas), before taxation and any other deductions (e.g. superannuation, board and lodging) have been made.
 Include
 - ordinary time earnings
 - over-award pay
 - overtime earnings
 - penalty payments, shift and other remunerative allowances
 - commissions and retainers
 - bonuses and similar payments related to the reference period
 - payments under incentive or piecework
 - payments under profit-sharing schemes normally paid each pay period
 - payments for leave, including holidays taken during the reference period
 - all workers' compensation payments made through the payroll
 - salary payments made to directors.
 Exclude
 - retrospective pay (back pay)
 - pay in advance
 - leave loadings
 - bonuses and other payments not related to the reference period
 - severance, termination and redundancy payments
 - directors' or office holders' fees
 - payments to proprietors/partners of unincorporated businesses
 - payments to self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer
 - allowances which are reimbursements to employees for travel, entertainment, meals and other expenditure incurred in conducting the business of their employer
 - workers' compensation payments not made through the payroll.
11. **WEEKLY OVERTIME HOURS PAID FOR** refers to hours in excess of award, standard or agreed hours of work. (Do not convert overtime hours to their ordinary time equivalent; for example, if 100 hours of overtime were paid for at time and a half, the number of hours reported should be 100 and not 150). This item is required only for the category: **FULL-TIME ADULTS—NON-MANAGERIAL**.
12. **TOTAL WEEKLY HOURS PAID FOR** refers to the sum of hours for which payment was made and includes overtime hours, ordinary time hours, paid standby or reporting time and that part of paid annual leave, paid sick leave, long service leave and paid holidays taken during the reference period. For employees paid other than weekly (excluding managerial, executive etc. staff whose hours are not required) **hours should be converted to a weekly basis**. For employees who began or ceased work, or were absent without pay for any reason during the reference period, include only hours actually paid for. If agreed hours of work are less than award hours, show hours based on agreed hours.

Please detach along the fold and retain this sheet for your own records.

APPENDIX C : TECHNICAL NOTE

Introduction

As the estimates in this publication are based on information relating to a sample of employers rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as *non-sampling error* and may occur in any enumeration whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing. The extent of the detail published has been determined after considering estimated measures of sampling variability.

Reliability of estimates

2. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error* which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

3. Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate. The table below sets out approximate relative standard errors for a selection of average weekly earnings estimates.

4. An example of the use of this table is as follows: the estimate of average weekly earnings for adult male full-time non-managerial employees (all industries) in Australia is shown in Table 3 as \$456.00. The approximate relative standard error of this estimate is 0.4 per cent (or \$1.80 rounded to the nearest ten cents). There are about two chances in three that a complete collection would give a figure within the range \$454.20 to \$457.80 and nineteen chances in twenty that the figure would be within the range \$452.40 to \$459.60.

5. Estimates with a relative standard error greater than 15 per cent have not been included in this publication, except for estimates of overtime earnings and hours. Estimates of overtime earnings and hours are included if their relative standard errors are either less than 15 per cent, or between 15 per cent and 20 per cent providing their standard errors are less than \$3.00 or 0.5 hours respectively.

6. The relative standard errors of the estimates of average weekly overtime earnings and hours, and of average weekly earnings and hours for part-time employees, are generally less than 10 per cent. Those relative standard errors relating to the private sector only are generally slightly higher than those for the private and public sectors combined.

7. The relative standard errors of average weekly ordinary time hours and average weekly total hours are generally much lower than the corresponding figures shown in the table for average weekly ordinary time earnings and average weekly total earnings. In the case of average weekly overtime hours, the standard error percentages approximate those shown for average weekly overtime earnings.

APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS,
FULL-TIME EMPLOYEES, ALL INDUSTRIES, AUSTRALIA, NOVEMBER 1986
(Per cent)

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
AVERAGE WEEKLY EARNINGS, PRIVATE FULL-TIME MANAGERIAL EMPLOYEES									
Males	2.3	2.6	2.9	4.1	4.6	5.2	2.9	5.7	1.3
Females	4.0	5.2	6.6	15.0	7.0	5.6	3.9	10.3	2.7
AVERAGE WEEKLY EARNINGS, ALL FULL-TIME NON-MANAGERIAL EMPLOYEES									
Adult males—									
Overtime earnings	4.1	4.4	6.7	8.4	10.5	8.2	8.8	7.6	2.5
Ordinary time earnings	0.6	0.7	0.7	0.9	1.1	0.9	1.3	1.0	0.3
Total earnings	0.6	0.8	0.8	0.8	1.4	0.7	1.4	1.3	0.4
Junior males—									
Total earnings	2.0	2.8	1.7	1.6	4.1	2.2	3.2	2.9	1.1
Adult females—									
Overtime earnings	7.8	5.4	11.2	9.2	13.6	8.9	8.4	5.5	3.9
Ordinary time earnings	0.6	0.7	0.7	0.9	1.3	1.4	0.8	0.6	0.3
Total earnings	0.5	0.7	0.7	0.9	1.4	1.3	0.7	0.6	0.3
Junior females—									
Total earnings	1.8	2.1	1.3	1.0	3.1	1.9	3.0	3.8	0.9

**APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS:
FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, NOVEMBER 1986
(Per cent)**

<i>Industry</i>	<i>Adult males</i>	<i>Adult females</i>	<i>Junior males</i>	<i>Junior females</i>
Mining	1.9	2.3	2.3	8.1
Manufacturing	0.8	0.8	1.9	2.3
Food, beverages and tobacco	1.0	1.4	3.8	3.8
Textiles; clothing and footwear	2.5	1.7	6.2	4.7
Paper, paper products, printing and publishing	1.5	2.3	2.4	2.9
Chemical, petroleum and coal products	4.9	1.6	9.9	*
Metal products, machinery and equipment—				
Basic metal products	0.7	1.1	0.9	3.3
Fabricated metal products; other machinery and equipment	2.3	2.9	4.2	4.1
Transport equipment	0.6	0.5	2.9	1.4
<i>Total metal products, etc.</i>	<i>1.1</i>	<i>2.0</i>	<i>2.4</i>	<i>3.3</i>
Other manufacturing	2.3	1.7	5.6	4.2
Electricity, gas and water	0.2	0.1	0.7	0.3
Construction	1.3	1.3	4.5	4.3
Wholesale trade	2.4	1.8	5.1	3.5
Retail trade	1.1	1.5	2.5	1.6
Transport and storage	1.0	0.9	3.2	2.8
Communication	0.0	0.0	0.5	0.4
Finance, property and business services	1.3	0.8	3.0	1.6
Public administration and defence	1.0	0.7	1.6	1.5
Community services	0.4	0.4	1.7	1.2
Recreation, personal and other services	2.7	2.1	4.2	3.6
Total all industries	0.4	0.3	1.1	0.9

N/A

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